



By Dr. David Robinson, Founder

"13 Mistakes Leaders Make & How to Avoid Them" *(Part Two)*

*"The man who makes no mistakes does not usually make anything."
Edward John Phelps*

"An expert is someone who knows some of the worst mistakes that can be made in his subject and manages to avoid them."

Werner Heisenberg

Last month, I gave you the first six; these are the final seven.

7. **Focusing on problems rather than goals relating to the vision.** Great leaders constantly move away from the problems and toward the future. They do this by understanding the power of creativity.

Instead of sending the hungry crowds away, Jesus said, "What's for lunch?" The managers said, "Only a few loaves and fishes." Too many leaders act like "non-swimmers." The more they thrash about fighting the water, the quicker they drown. Creativity is the ability to understand your present reality and use it to your advantage. Stop draining your energy by focusing on the problems. You will be depressed and your team de-energized.

8. **Trying to be a buddy and the leader at the same time.** There must be some separation between the leader and those they lead.

In leading effectively, you never put the individual above the team and its mission. We should always be concerned about individuals but not about the team. When individuals are hurting, they need to be on the sidelines getting help, not still playing the game. If you allow them to remain, they will hurt the team.

9. **Failing to define expectations.** Unfulfilled expectations still bring life's greatest disappointments.

Your ability to attract and retain valuable people increases in direct proportion to your ability to define expectations from the beginning. Good people who cannot find fulfillment and value associating with you and your team will not stay with you for the long haul.

Clearly presented values, mission and vision statements speak loudly about the caliber of your leadership. Values are a source of confidence as long as the stated values match the behaviors modeled by your leadership.

10. **Failing to provide adequate training.** There are only three reason why people don't perform to expectations:

- They are unclear about the task or expectations.
- They don't know how because of inadequate training.
- They simply don't want to or are hindered by something beyond their control.

Leaders must understand the difference between teaching, training and coaching. Teaching is in the classroom. Training is on the job and coaching is on the sidelines providing options. You teach to know, you train to competency and you coach to excellence. Training is not providing more knowledge - but using knowledge as a tool. Training aims at action. You evaluate what a person can do with what they know. Confused people usually do not, or should not, take action.

11. **Condoning incompetence.** In training don't punish the learner. Never reprimand a person until they have demonstrated the ability to meet expectations.

Great leaders refuse to accept second best but keep returning to education and training issues until competence is displayed with consistency. Coaching leaders act quickly and consistently before the problem grows. Very little gets better with age. The moment a lack of competence appears, don't wait; clarify and confront if necessary. Good coaching and clarity eliminates the need for confrontation most of the time. If the situation calls for confrontation, here are seven guidelines that may help:

1. Never confront in anger.
2. Do it in private.
3. Do it immediately - provided you are in control of your emotions.
4. Be specific - separate person from undesirable behavior.
5. Use adequate and accurate information and pre-determined expectations.
6. Be clear about how you feel and be fair in your judgments.
7. Provide redirection with adequate coaching.

12. **Recognizing only top performers.** All great ministries and organizations are built on good middle producers and a few top performers.

Every team member not only deserves, but requires recognition individually and for team results. Most people scramble for recognition and many feel starved for it. Recognition and respect are foods for the spirit. Every well-fed team will seize the opportunities provided by great leaders to fulfill their destiny. That never happens without Senior Leaders recognizing and respecting all team members, not just the top performers.

13. **Trying to manipulate people.** Essentially every leadership effort falls into one of two categories: manipulating or building.

Manipulating is using fear or incentives to produce short-term results without concern about long-term problems. This is done by arranging circumstance designed to bribe or force team members to perform. Great leaders know how to inspire people to achieve because of their inner strengths. Productivity reflects the individuals confidence in God, himself, his team and the ministry they provide. Overuse of fear, intimidation and rewards destroys these essential characteristics. As a result, team members feel used, lose self-esteem and soon begin to lose respect and possibly resent the ministry or organization they serve if not corrected.

For a donation of any amount, you can receive the entire CD (Mp3) teaching, "13 Mistakes leaders Make and How to Avoid Them."

Donate



- Your donations help us train leaders in the "10-40" Window.





- *"TELL A FRIEND" - If you have a friend who you think might like receiving our Leadership E-Article each month, forward this article to them and have them email coaching4ministers@gmail.com and request to be on our leadership list. You can also invite them to check out my website at: <http://www.coaching4ministers.com>*

"Your Mission is our Motivation"