



# THE 3 R'S OF LEADERSHIP

## Session 2

### EFFECTIVE LEADERS ARE STRONG IN RELATIONSHIPS - PART 2



Dr. Dick Wynn

- Modeling - We teach and demonstrate skills, but we model values.
- Information is taught, attitudes are caught, but values are bought.
- Carving out time for mentoring is an exciting priority for effective leadership.
- **LESSON:** Never put someone else down to raise yourself up.
- Manage: Time; Priorities; Resources; God-given gifts.
- Commit yourself to God - every part of you. Physical; Social; Mental; Spiritual
- Don't let the world around you squeeze you into its mold.
- Think new thoughts.
- God will use whatever you make available to Him.
- Your effectiveness in your relationships has a lot to do with your attitude.
- The way we think about our company, our employees and about the Word of God, creates our attitude toward them.
- The way we think about God creates an attitude toward God. As a result of our attitude toward God, we act/react accordingly.
- *"A mind focused on the past is melancholy and pessimistic, but a mind focused on the present is negative and critical, but a mind focused on the future is positive and attractive." -- Bobb Biehl, Increasing Your Leadership Confidence*
- What is eating you from the inside? Because it will destroy you.

### DISCUSSION QUESTIONS

1. Dr. Wynn says, "Carving out time for mentoring is an exciting priority for effective leadership." Do you or have you served as an intentional mentor for someone else? Discuss this with your group. Did you learn something as well? Do you make it a priority in your business life/leadership?
2. What does the phrase, "Don't let the world around you squeeze you into its mold." mean to you? How does this happen? If what is being done is undesirable, what can be done to prevent it?
3. Dr. Wynn says, "God will use whatever you make available to Him." What does he mean by that phrase? How do we make something "available" to God?



# THE 3 R'S OF LEADERSHIP

## Session 3



Dr. Dick Wynn

### EFFECTIVE LEADERS ARE STRONG IN RESULTS

- Excellent leaders measure results, they know how well they are doing.
- Relationships Vs. Results - can you prioritize both?
- The Planning Cycle - 1. Conceptual Planning = Think, pray, and plan time.
- Conceptual planning cannot be done by a team, it must be done alone.
- Strategic planning is done with your leadership team.

Today ← 2 Years ← 3 years ← 4 years ← 5 years  
**Focus on where you want to be, then work backward.**

- The Rolling Quarter - Every 30 days look at the next 90 days.
  1. Critique the current/most recent past 30 days.
  2. Detail plans for the next month.
  3. Broad-stroke the following month.
- Make appointments with your files (the things you need to work on).  
"Work never gets done in meetings." -- Peter Drucker
- Leaders recognize the strengths and weaknesses of their people.
- Do you know your own strengths and weaknesses?
- We build a strong team by knowing our own strengths and weaknesses and those of our team.



___ R _____	S _____
___ I _____	T _____
___ P _____	I _____
___ P _____	R _____

Designer      Developer      Manager

- Who do "Results-oriented" people like to be around? \_\_\_\_\_
- Who do we generally hire?
- Why do we have a tendency to hire people who are like ourselves? *Proverbs 11:14*

### DISCUSSION QUESTIONS

1. Dr. Wynn talks about the difference between "Relationship Leaders" and "Results Leaders." Do you believe that an emphasis on both relationships and results can co-exist. If so (or if not), why?
2. He also says that, "Conceptual planning cannot be done by a team, it must be done alone." What is your reaction to this statement? How do you do the conceptual planning for your business?
3. Have you heard of the "Rolling Quarter" or something similar before? How and when do you analyze the performance of your business and team? Why?



# THE 3 R'S OF LEADERSHIP

## Session 4



Dr. Dick Wynn

### EFFECTIVE LEADERS ARE STRONG IN RESILIENCE

- The Phases of Organizational Development
  - The Entrepreneurial Phase - viability
  - The Emerging Phase - credibility
  - The Established Phase - stability
  - The Eroding Phase - vulnerability
- Hitting a plateau leads to erosion which leads to vulnerability which leads to failure. What can keep us from moving from the Established Phase to the Eroding Phase? It is our ability to return to the entrepreneurial stage.
- How can I be more effective and productive?  
How can I be more happy and fulfilled?  
How can the world be different as a result of my involvement in it, and my participation with it?
- Results demand a mission focus.
- Our main thing is to keep the main thing the main thing.
- “Mission creep” will result in your business deteriorating and you will see things that aren’t as clear as they used to be.
- The excellent leader has the ability to expand his/her vision and yet stay focused on his/her mission.
- Where there is faith in the future, there will be power in the present.
- There are two kinds of people, those who adjust to change and those who are threatened by it.
- It is critical to make necessary changes before they become necessary.
- Relationships are important.
- You never know what God is going to ask you to give or ask you to do. All we need to do is be willing.  
Things I plan to start doing are:  
Things I plan to stop doing are:
- Until you get some things below the line, you will never get the things done above the line.
- What do I need to keep doing?  
What do I need to start doing?  
What do I need to stop doing?
- You will never get to what you need to start, unless you agree to stop.

### DISCUSSION QUESTIONS

1. In which phase of organizational development is your company? How do you know?
2. How resistant to change are you? Why do you think this is so?
3. Discuss with the group a business failure you experienced that taught you something important?
4. What do you need to “stop doing” that will allow you to start something new?



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## APPLICATION & COMMITMENT

James 1:22-25 NIV *"Do not merely listen to the word, and so deceive yourselves. Do what it says. Anyone who listens to the word but does not do what it says is like a man who looks at his face in a mirror and, after looking at himself, goes away and immediately forgets what he looks like. But the man who looks intently into the perfect law that gives freedom, and continues to do this, not forgetting what he has heard, but doing it-- he will be blessed in what he does."*

John 15:5 NIV *"I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing."*

Don't try to do this alone ...

Prayerfully consider what was taught in this series how you could best be used for God's purposes as you apply what you have learned. Select one change in your behavior as a result of your prayer time.

Date Series Began: \_\_\_\_\_

Date Series Ended: \_\_\_\_\_

Participant's Name: \_\_\_\_\_

A Biblical truth (principle) I learned from the lessons was: \_\_\_\_\_

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I intend to apply this truth (principle): \_\_\_\_\_

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With the help of the Holy Spirit, I will begin applying this truth immediately. I ask and expect my group to hold me accountable for this and to check with me periodically to determine if I am doing so. Please ask me: \_\_\_\_\_

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\_\_\_\_\_  
Signature

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Date

