



Salvaged

Leadership Lessons Pulled from the Junkyard

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Successful Silicon Valley real estate developer and wealth creator Roy Goble shares the surprising lessons he learned as a boy working in his family junkyard. Skillfully uniting the teachings of Jesus with the sometimes messy realities of leading people and getting things done, *Salvaged* helps leaders at all levels discover powerful opportunities to follow Jesus in the real world—and in surprisingly simple ways.

Working in his dad’s junkyard as a kid, Roy had no idea what his future held: an incredibly successful career in commercial real estate, as well as founding and leading multiple ministries, churches, and nonprofits across the globe. So, when Roy talks about what it means to follow Jesus daily as a leader, people pay attention. Entrepreneurs, pastors, and managers who learn to lead from Roy won’t parrot his jargon or practice his “system” —these men and women will simply know how to lead better.

After a no-nonsense and compelling introduction, Roy delivers 31 of his most surprising, memorable, and practical leadership lessons, many of which are culled from his junkyard days. Each focuses on a personal “junkyard” story, leadership lesson, and comparable Bible passage perfect for daily study. A growth and action section are included after each chapter that gets to the heart of the lesson through thought-provoking questions with action steps designed to be immediately put into practice.

My Synopsis:

An honest, down to earth leadership book that made me think. How am I leading? My family? My business? Most importantly, are my actions and leadership putting light onto Jesus, or myself?

I received a courtesy advanced copy of this book due to having Roy speak at one of my events. And no, Roy and I are not related; we both just have a great last name!

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Leadership Lessons Pulled from the Junkyard

- p. xv We're all leaders, whether or not we're used to thinking about it that way.
- p. xv It doesn't matter if I'm having a bad day or don't feel up to setting an example or serving...I'm still leading.
- p. xvi Leadership doesn't belong only to those with a platform or a high-profile job.
- p. xvii For most people, leading is a default, but obeying Jesus is a choice.
- p. xix Tensions are everywhere when you're a follower of Jesus and a leader.
- p. xix If we're not certain why we're taking the long way around, we'll inevitably settle for a short cut.
- p. xix If we want to succeed following Jesus and leading – and be the same person seven days a week – we need to pursue the *full* truth, not tweet-friendly platitudes.
- p. xxii Acta Non Verba: deeds not words
- p. xxiv Truth is, we are the leaders who matter, and we can improve the way we lead, beginning now.
- p. 3 **Cake and Pickles (And No, I'm Not Pregnant)**
- p. 3 We need to know what motivates us – and those around us – if we're going to lead well.
- p. 6 Our cravings can be exploited if we're not careful.
- p. 6 Wise leaders must be familiar with both their own motivations and what motivates their teams...and then use that knowledge for good rather than exploitation.
- p. 9 **Aim High! (Especially with An Acetylene-Powered Homemade Bazooka)**
- p. 9 We rarely achieve 100% of what we attempt – which is why we should attempt more than we hope to achieve.
- p. 13 Think smart, come prepared, aim high, and don't be intimidated.
- p. 15 **Rats in the Rafters**
- p. 15 Sometimes the solution is worse than the problem.
- p. 20 ...let's make sure we know the facts before drawing any conclusions.
- p. 20 Being a good leader can mean resisting the temptation to double down on our mistakes.
- p. 21 Living with a problem is sometimes the wisest and most effective course of action. Not because the problem is so wonderful, but because eliminating the problem might spawn something even worse.
- p. 23 **Bring Donuts When You're Late (And Don't Be Late)**
- p. 25 God provided access that didn't depend on social or economic status, but rather on willingness.
- p. 25 God doesn't care exactly when we get to work, as long as we wake up eventually. He wants us to get to work loving others and building His Kingdom, starting now.
- p. 27 **The Negotiator**
- p. 30 An impetuous choice that causes short-term pain but builds a long-term reputation as someone to be reckoned with? That describes the apostle Peter, for sure.
- p. 31 ...it's good to have a reputation as someone who's fearless, who will dare anything.

p. 33 **Rolls-Royce Car Pool**

p. 33 Leaders ultimately are judged by their actions, which Jesus teaches flow from the heart.

p. 34 ...it was wiser to judge less and observe more.

p. 35 When we're too lazy to take time to look a little deeper, we can miss out on what's really going on.

p. 36 When our hearts are wrong, our leadership will always be harmed.

p. 39 **Smoke-Filled Rooms**

p. 41 ...access to knowledge combined with access to people was the key to success.

p. 42 No matter how smart you are, and no matter how well connected you are, or how "open" your team is, there are conversations going on you don't know about.

p. 45 **It's Good to Have Friends in Low Places**

p. 45 Leaders have to have friends in high places – but friends in low places can make all the difference.

p. 51 **Import/Export**

p. 51 Leadership is never a popularity contest.

p. 53 ...you don't want to be driven by your desire to be popular.

p. 54 Chasing popularity is a good way to end up as the least popular person in the room.

p. 54 ...you'll sometimes have to offend people if you want to do the right thing.

p. 55 ...he was moving people closer to his Kingdom through disruption.

p. 56 But for every leader, there comes a time when making the right call means getting on the wrong side of popularity.

p. 59 **Questioning Captain Satellite**

p. 59 The best leaders ask the best questions at the best times.

p. 62 As leaders, we can't afford to assure we know everything, so we need to ask the right questions.

p. 64 ...pestering God with genuine questions can easily slip into procrastination or even disobedience.

p. 65 **Gambling on Answers**

p. 65 Leaders can't afford to assume they know all the results of their actions.

p. 67 We can't control what we don't know, but sometimes we can't even control what we *do* know.

p. 67 When you play the odds, sometimes the odds play you instead.

p. 71 **Profanity Must Be Earned**

p. 74 There's a generation of leaders swearing up a storm, trying to make themselves appear to be something they are not.

p. 76 If you're constantly cursing, you will, in short, be a lousy leader who can never inspire higher than the gutter of your mouth.

p. 79 **A Flamethrower and Immunity**

p. 79 A good leader sometimes says things to make people uncomfortable in order to galvanize action.

p. 81 Leadership can require stepping on a few toes – or breaking a few norms – in order to move things forward.

p. 82 If we choose our moments, however, a well-timed verbal bomb can make all the difference.

p. 83 **Getting the Right People on the Bus**

p. 85 Working alongside imperfect people takes more time and energy than working alongside the best employee possible for that position.

p. 85 ...more time spent serving colleagues and less time serving my organization – and that’s the point.

p. 86 Investing in the team you have, rather than the team you wish you had, is a basic leadership principle.

p. 86 If following Jesus is our ultimate goal, then let’s not allow our enthusiasm for achievement to overpower our God-given mandate to be known by our love.

p. 87 Ten years from now, I should care less about the organization and more about whether the people God has placed in my life are thriving.

p. 89 **Good to Great?**

p. 90 That practical (and necessary) “get ‘er done” attitude is all too hamstrung by our desire to be great.

p. 90 If *everything* is great, nothing is great.

p. 91 The trouble with always pursuing greatness is that it forces us to focus on the wrong goals. It tempts us to be narcissistic.

p. 94 Let’s show up and get it done. Let’s clock in tomorrow and choose to be good before being great.

p. 97 **Management Techniques are Addictive**

p. 99 ...the techniques that draw people are both fleeting and addictive.

p. 100 The antithesis of caring about the management tricks is to care about people. The best managers put their people first, period.

p. 101 He (Jesus) responded out of compassion for both the hungry people *and* the disciples.

p. 103 **Babies Don’t Earn Paychecks**

p. 103 Dysfunction must be addressed clearly and quickly in the best interests of others.

p. 108 Even a small amount of dysfunction can gradually break down a team...

p. 109 Learning is one thing, but wisdom? That takes a bit more time and reflection.

p. 111 **Scale Like an Investor (If You Want to Mess Up Your Life)**

p. 111 Never ever think you have to “scale up” to be successful.

p. 113 No matter what we focus our personal and professional energy on, setting the goal of *bigger bigger bigger* is a recipe for burn out and even failure – and harms other people in our lives, as well.

p. 113 Sometimes our personal ambitions create more havoc than any outside pressures.

p. 114 Effective leaders create a metric for “success” that aligns with their personal and family values.

p. 115 ...Joseph had to go deep, relying on God, rather than on political connections.

p. 117 **Boring is Good**

p. 117 Innovation is sometimes necessary, but tried and true effort – the boring stuff – is what gets things done.

p. 120 We probably don’t need to be flashy tomorrow...but we certainly need to be faithful.

p. 123 **Perfect People Make Lousy Leaders**

p. 123 If you try to lead by being perfect, you will disappoint yourself and those who rely on you.

- p. 124 ...Leaders need to be willing to jump in and attempt to figure things out, even if that results in failure.
Trying only the things we can't fail at is a recipe for mediocrity.
- p. 124 ...perfection was never allowed to get in the way of productivity.
- p. 125 Trying to be perfect is exhausting.
- p. 127 We need God to help and lead us. And with God leading, we become far better suited to lead others.
- p. 129 **Questions for Young (and Dumb) Leaders**
- p. 130 Having a mentor who doesn't share your DNA is extremely valuable. A good mentor can size you up in a way you never can yourself.
- p. 132 That's what mentors do. They give you affirmation and they give you grief – and good mentees take both seriously.
- p. 133 **Silos**
- p. 134 ...destroying silos is only a good idea until it isn't.
- p. 136 Smart leaders need to recognize that sometimes silos have real value.
- p. 139 **Risk-Adjustment School**
- p. 139 Our risk aversion makes us do silly things to “stay safe” – and it keeps us from doing important things that aren't safe.
- p. 139 ...we've redefined the word (safe/risk) to mean the prevention of any negative experience.
- p. 140 Life isn't safe, and it never will be. Pretending otherwise is a lie.
- p. 140 ...the pursuit of false safety actually *prevents* us from doing certain types of good.
- p. 141 ...when we fixate on safety – on supposedly preventing any negative experience – we do lasting harm.
- p. 141 We need...opportunities that will lead us how, when, where, and why to build relationships with people who are different from us.
- p. 141 Life will be less about *safe* spaces and more about *good* spaces.
- p. 142 Upon graduation from risk adjustment school, we will have learned to live by faith, not fear.
- p. 142 Stop worshipping safety and start worshipping God.
- p. 144 Peace is different from safety. The God we follow never promises safety, but he absolutely promises a peace that passes understanding.
- p. 144 If you're in leadership, by default, you are not in a safe position.
- p. 146 **Leadership is a Code Word for Power**
- p. 146 Many confuse leadership with power.
- p. 147 Focusing on leadership isn't harmful in and of itself. The issue is when leadership becomes the *only* thing we focus on.
- p. 151 **Get Off Your Pedestal Before It Gets Knocked Over**
- p. 151 Leaders must lead themselves before blindly accepting the leadership of others.
- p. 153 Hire for character because competency can be taught. – Gayle Beebe
- p. 153 Leaders with character resist being put on a pedestal rather than climb over others to get there.
- p. 154 Let's encourage leaders to embrace vulnerability and affirm them when they are vulnerable. Let's celebrate humility.

p. 157 **Is It Lonely at the Top?**

p. 157 Its only lonely at the top if you get there the wrong way.

p. 159 No matter how your organization functions, value people as people.

p. 163 **Your Business Will Fail (Get Over It)**

p. 166 Getting over our fear of failure will allow us to do important things.

p. 166 ...you as a leader are going to need faith.

p. 168 ...Peter's failure didn't preclude Peter's success in following Jesus!

p. 168 If our conception of serving God is tied up with being perfect, and remaining perfect, our hearts will remain stunted.

p. 169 **Know Thyself**

p. 169 Your success as a leader depends on knowing who you really are.

p. 171 We need to own who we are.

p. 171 Own up to who you are – and who you aren't – as a person and a leader.

p. 175 **The Freestarter**

p. 176 Shouldn't we care about what God cared about

p. 180 ...freestarters sense unusual alternatives. They respect the decisions of others but feel compelled to live by their own decisions, even if they are unexpected or risky.

p. 181 Not all ways of leading look the same.

p. 182 The best leaders are, when all is said and done, phenomenal followers.

p. 183 **Never Buy Cheap Champagne**

p. 183 Lead with your best. Period.

p. 186 We love our spouses, but we don't take the time or energy to create special moments often enough. We keep our hearts in the cabinet, locked away for a special occasion, but the special occasion never comes. And soon we look back and notice how *cheap* the relationship has become.

p. 186 We focus so intently on the required, the practical, the efficient, that we miss the magical.

p. 189 **Acta Non Verba**

p. 189 Deeds not words.

p. 193 The only way he could do that was to act. No planning. No deliberation.

p. 194 I will show you my faith by my deeds. – James 2:18

p. 196 Jesus didn't come to sit in his office and write books – he came to *act*.

p. 196 Sometimes we as Christian leaders do need to focus on things other than Christ...Too often, however, we neglect to return our attention to Christ.

p. 197 When leaders are willing to approach the feet of Christ and kneel, those same leaders will know when it is time to leave the cross and go into the world, for the sake of the world.