

# BIG RESULTS LEADERSHIP

## DISCUSSION GUIDE



### CHAPTER 1

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- If God calls you, you move. It's as simple as that. I'll never forget the moment God revealed the calling He had for my life. When was that moment for you? How did you know God was calling you to do something for His Kingdom?
- We are all created in God's image, but He still loves us enough to make each and every one of us uniquely. He has given each of us unique gifts and talents. What unique gifts has God given you to lead well?
- We have to acknowledge WHERE God has placed us. Weeknight activities may work well for those that don't have to fight traffic, but rush hour can keep people from getting to you. What are the characteristics of your placement? What challenges and benefits arise in where you are located?

### CHAPTER 2

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- Knowing your church's history can make a world of difference in leading your ministry well. What is notable about your church's history? How does this knowledge help you guide your congregation?
- Being sensitive to the cultural realities of your surroundings will not only equip you for good leadership decisions, it will also protect you from making more mistakes. What are the cultural realities of where God has you? How can acknowledging them help you lead in the future?
- People are not perfect. And their behavior often has a source for that behavior attached to it. We can only know this after we learn the experiences of those under our leadership. How has learning from other people's lives helped you in your ministry?

### CHAPTER 3

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- Knowing our motivations and the motivations of others allows us to identify the driving forces that can help us move forward. What motivates you? What motivates the people on your team?
- Knowing how people are motivated can tell a lot about what makes people tick. What is the difference between those that experience extrinsic and intrinsic motivation?
- Once we identify the kind of motivation that a team member, church member, or church leader reacts to, we can figure out how to identify their needs for that motivation. How have you motivated those that react to extrinsic motivation? How have you motivated those that react to intrinsic motivation?

## CHAPTER 4

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- Without vision, there is no direction. A vision is much deeper than a simple goal. Think about what you want your ministry to accomplish long-term. When we think about the vision that may take a lifetime, it helps us map out the steps in our leadership journey. What is your vision for your ministry?
- A vision that we simply long for is merely a dream. In order for it to take shape, we have to identify the tasks necessary to accomplish the vision. What are your action steps? What are the tasks needed to accomplish your vision?
- If God is central to your vision, He gives His promise and power to make it true. Is faith playing the primary role in your vision? Is God central to your vision?

## CHAPTER 5

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- A vision that cannot be articulated and communicated will inevitably fail. Even if you know where you are going, if you don't communicate your vision, chances are people will not be willing to follow you. How can you articulate your vision effectively to those that are following your leadership?
- One of the best ways to protect the humility of your character and leadership is by giving glory to God before you even take your first step. Why is thanking God for what has not even happened yet a good thing? How does this protect your heart?
- Change is not a bad thing. In fact, it can be one of the most necessary features of vision casting. If you are persistently articulating your vision, you will witness change in one way or another. How have you witnessed change in your surroundings while casting your vision?

## CHAPTER 6

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- When we think about where we are going, we often do not expect the places we go in order to get there. Where has your vision taken you that you were not expecting?
  - When we are in the dreaming stage of our vision, we often think about all of the things that we will be able to gain through the vision. We also don't realize the costs that come with going after a vision. What are some of the costs that have come with following your vision?
  - At the end of the day, following an articulated vision will ultimately lead you to success. Even though there may have been surprises or pitfalls along the way, what are some successes you have experienced through your vision?
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## CHAPTER 7

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- Decision-making is just the name of the game when it comes to leadership. We often see ourselves as working in the trenches alongside our team, which is a good attitude to have, but we still have to be willing to make the call. What are some of the tough decisions you have had to make as a leader?
- One of the most difficult aspects of leadership is recognizing timing. You may know what needs to be done and ask yourself, “Why not do it now?”. But immediate action is not always the best thing to do. When has proper timing been a benefit to your leadership?
- Trends are important. Just because something worked well in the past does not mean that you will experience the same level of success in the present. Pay attention to what is working. What is something you have seen work in one place that you have chosen to implement in your ministry?

## CHAPTER 8

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- Credibility is the trustworthiness of an individual. We can gain credibility through a multitude of ways. Are you a credible leader? What has made you someone that should be considered credible?
- Sometimes we feel like our communication is only effective when we 100% buy in. This is almost never the case. Almost always, you have to be willing to work with the ones that respond to your vision and move forward with the team God has given you. How has this happened in your leadership?
- The most successful people often acknowledge the ones that allowed them to get to where they are. Who are the people that deserve credit for the successes of your leadership? Have you given them the credit they deserve?

## CHAPTER 9

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- Who are the people in your life that you consider to be friends? Who are these special people on your team that drive you forward? Who are people outside of your team that have been beneficial to your leadership because of their friendship?
  - If you are doing good work, you are going to experience an adversary. Enemies do not necessarily have to be people that are in opposition to you, but if they are in the way of the vision God has given you, they can either move along or move out. It’s never fun, but who are some of the enemies you have had to deal with in your leadership? What made them adversarial?
  - Whether they are friends or enemies, the best thing you can do is to keep your eyes on the future. Focusing on the present or the past can lead your leadership to problems that can overtake you. What strategies do you use to keep your focus on the future?
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## CHAPTER 10

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- When building a team, it is important to acknowledge that every team member brings something to the table. Each member possesses a skill that will benefit the work that God has called you all to do. What are some of the contributions that you value the most on your team?
- Cooperating with each other is one of the most important aspects of a team. You can have the best athletes in the world on the same team, but if they refuse to cooperate with each other, they will likely lose to a team with less talent and skill. How do you highlight the importance of cooperation on your team?
- Your team should be made up of people with different strengths, but it should also be made of people with a shared goal. How can not having a collective purpose on your team be detrimental to the success of your leadership?

## CHAPTER 11

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- In order to set a standard that is beneficial to your vision for your ministry, you have to select leaders. Out of your congregation, who are the leaders that are able, God-fearing, trustworthy, and hate dishonest profit?
- The people you lead have needs. When selecting leaders to come alongside you in the work you are doing, it is important to select people that are going to be able to satisfy the needs of your people. What are the needs of your congregation? Who can you bring alongside you to satisfy those needs?
- You cannot always simply invite someone to be a part of the work you are doing without explaining your expectations. It isn't fair to you, to the one you are inviting, or to the work that needs to be done. What are your expectations for the leaders that work alongside you? How can you explain those expectations effectively?

## CHAPTER 12

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- Even though some people claim that they do not need it, everyone needs encouragement. Why is encouragement necessary to the success of your organization? How do you encourage the people that work under your leadership?
  - It's important to encourage people through the use of expectation. You can expect to enjoy your work if you expect encouragement to come from good work. For example, if you are a good worker, you can expect a good reputation. How have you witnessed encouragement that has been affirmed by fulfilling expectations?
  - Celebration, like laughter, is often contagious. When we celebrate good work, we often see that both celebration and good work become contagious. People want to take part in the celebration of the work of others and want to receive that celebration of their own work. How have you seen this displaying in your organization?
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## CHAPTER 13

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- Moments are, well, momentary. They do not last forever. If you expect big results in your leadership, you cannot simply stop at one good moment and forget that there are even greater ones down the road. How do you keep yourself going? How do you keep yourself from celebrating permanently that which is momentary?
- There is a methodology to effective leadership. You must be willing to learn, to commit, to press, to stand, and to refresh. Which of these would you say is the most difficult for you to commit to your leadership?
- Check your heart. I can't begin to tell you just how important that is. We should always remember that our work is about bringing glory to God and not about bringing glory to ourselves. Have you had to learn this lesson in the past? Do you need to learn it now?