



Leader As Coach

Lesson 4: Commitment to Developing Others

The Big Idea:

“Effective leaders know that you first have to touch people’s hearts before you ask them for a hand...You cannot move people to action unless you first move them with emotion.”

John Maxwell

Research is clear that coaching is an effective tool in leadership and team development. The demand for coaching as the preferred method of development is on the rise for people both personally and professionally. A major objective of team leadership is working intentionally and strategically to create an emotionally healthy culture and build a solid team. This task is of utmost importance for Christian leaders because our cultures and teams should be radically different from those of the world. Therefore, the motivation of leaders to coach is critical.

This lesson will examine the importance of leaders developing and maintaining the desire to coach their team members on an ongoing basis.

◆ *Leader’s Notes* ◆
PRAY! PRAY! PRAY!

A Question to Consider:

What are some of the benefits from demonstrating your commitment to developing your staff in terms of their productivity and loyalty to the organization?



The Salvation Army

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Pay Attention to Your Team:

In order to build and maintain a solid team, leaders should be paying attention to their team to determine ways to further develop them and strategically place them within the organization for optimum results. A leader's foresight into a person's current and future potential can aid them in determining the most effective activities to strengthen everyone on the team as well as provide them with opportunities that help them excel. Coaching thereby becomes a means to aid in this process of development. The more you know your team, the better you can mentor and coach them. In addition to talking to your team members, you can make mental and written notes about certain qualities, attributes, and traits of your team and prayerfully ask God to give you insight and foresight about how to best develop your people. As you are interacting and working with your team, trust the voice of the Lord in your heart and spirit as He lovingly nudges your attention towards different aspects of your team.

1 on 1's:

A good rule of thumb expressed by key leaders is that you should have a weekly check-in with your team, at least your direct reports. This weekly check-in serves several purposes. One of the purposes of weekly check-ins is that they provide a regular time with team members to assess their commitment and feeling about their role in the organization. Leaders who are intentional and fair in hearing and addressing the concerns of their team will have a greater success rate at retaining high functioning and high potential employees. Another purpose is that this meeting gives you a weekly opportunity to develop them as a person. It is easy to simply ask people what they are working on but consider asking them in addition, “What can I do to assist you in being more successful in your assignments?”

Loyalty & Empathy:

When your team sees that you care about their development, you will gain their trust and loyalty in return. When people have personally and professionally grown as a result of your coaching and development, their loyalty and commitment to God, you, and the organization will also grow. You win people's heart by developing them. True development comes from being able to effectively relate to your team. By connecting and identifying with people, you increase your influence with them. Relating to your team often produces extra effort from them. It also produces authentic communication whereby your people tell you the truth without you asking. Empathy allows you to put yourself in someone else's shoes and see how they feel. It allows you to recognize and feel what you observe in the other person. Some leaders feel like there is no place for that type of practice in leadership. Yet, research consistently shows that leaders with high levels of emotional intelligence, in which empathy is a key component, are often exceptional leaders. There was a study of the top leadership traits among high level executives and the most common one was affection. These leaders cared for their people and in turn their people worked diligently for them.

◆ Leader's Notes ◆



A Thought to Ponder:

In order for leaders to coach their staff they must have a natural desire to want to serve others.

A Thought: What are some practices or strategies that will maintain your desire to serve your staff on a regular basis?

What Difference Would It Make:

John Maxwell asks 6 important questions about developing people:

- 1. Am I building people, or am I building my dream and asking people to do it?*
- 2. Do I care enough to confront people when it will make a difference?*
- 3. Am I listening to people with more than my ears, that is am I hearing more than words?*
- 4. What are the major strengths of this individual?*
- 5. Have I placed a higher priority on the job versus on the person?*
- 6. Have I shown the value the person will receive from this relationship?*

Suggested Resource:

Developing the Leader Within

By Dr. John Maxwell

https://www.amazon.com/Developing-Leader-Within-John-Maxwell/dp/0785281126/ref=sr_1_1?ie=UTF8&qid=1515512300&sr=8-1&keywords=developing+the+leader+within+you+by+john+maxwell

◆ *Leader's Notes* ◆