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Big C's of Leadership

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The notes to this presentation contain more information than the audio of the Summit presentation, because this original presentation was longer than the Summit session.

We hope you and your team enjoy and learn from 6 Big C's of Leadership!

It is such a pleasure to be here with all of you. All of you are leaders, so I'm just hoping we can add something to your portfolio today!

Let's pray! God, our Father, you who are the Great Leader of our hearts and minds and spirits, be with us as we try to serve you better in leadership opportunities You give to us. We know you will never leave us or forsake us, so we are super-motivated to do well! We praise You and love You, Father. And we pray in Jesus' name! Amen

Everyone leads sometime. But not everyone is followed...



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No matter who we are, we lead people at least some of the time – in our family, church, ministry, or school – but every leader is not **followed**! My own experience in leadership has come from years of failure and success in leading

- WITH AND WITHOUT POWER
- WITH AND WITHOUT MONEY, AND
- SOMETIMES FACING MAJOR CHANGE OR OPPORTUNITY.

When it comes to Christian leadership, there have been six Big C's that have increased the likelihood of some success, and I got these from studying the incredible leader, Nehemiah and the prophet, Ezra! We probably can't master all these Big Cs before we get to Heaven, but every step is rewarding and we can get so much DONE in the process.

In the book of Nehemiah, God demonstrated through several leaders' lives how to use these six Cs. Not everyone gets followed! Nehemiah knew this.

He knew if **God did not lead, people would not follow him. God was involved in Nehemiah's life, just as He is in yours, and Nehemiah KNEW IT, he BELIEVED IT, and HE ANTICIPATED IT!**

He was **fasting and praying over the condition of Jerusalem** and the distress of God's children who had returned from captivity in Persia. The wall of Jerusalem was broken and the gates were burned. There was really no protection for the people.

Nehemiah wanted God, and the King of Persia, for whom he was a trusted servant, to help him to do something about the situation. See chapters 1 and 2 for the situation.

Here are the Big C's of how Nehemiah behaved, and we'll think about them one at a time. Confident Faith, Conviction, Commitment, Competence, Consistency, and Consideration. You know we could spend a whole day on this, but we have to hurry! So here goes!

Nehemiah saw his Mission and BELIEVED

- GOD had the power
- The Mission was clear
- SO, Nehemiah planned
 - Before he had a team
 - Before he had resources
 - Before he was released from his current duties

**BECAUSE GOD
WAS GOING OUT
BEFORE HIM!**



Nehemiah 1:1-11

Nehemiah believed he could do what he had been called by God to do because God was guiding and empowering him. **In other words - what Nehemiah thought about himself was affected by the Holy Spirit and he became more creative and more confident as a result!**

Please do this with me for the next hour or two. Please accept and allow God to place in you *this same confident aspect of faith!* He is going out before YOU just as He did for Nehemiah!

There is not a place you can go that He has not already prepared for you. You may have difficult experiences, but just trust that you are learning what He wants you to learn. As you do learn, your successes will be so empowering that you will want to continue to lead!

And later today, in a quiet place, think about the work

God has given YOU this year, and commit it to his guidance and empowerment realizing that there is not a single place you can go or thing you can do that He has not gone before you!

Nehemiah was so confident in God's power that he evaluated and planned how to accomplish the job in advance of any team, resources, and even *before he had any time off* to think about it! HE WAS INTERCEDING FOR THE PEOPLE AND THE CITY OF GOD. His job was first and foremost IN HIS HEART! Here is some insight from Nehemiah 2:1-8

As he spoke to the king he was afraid, but he did it anyway! He says....

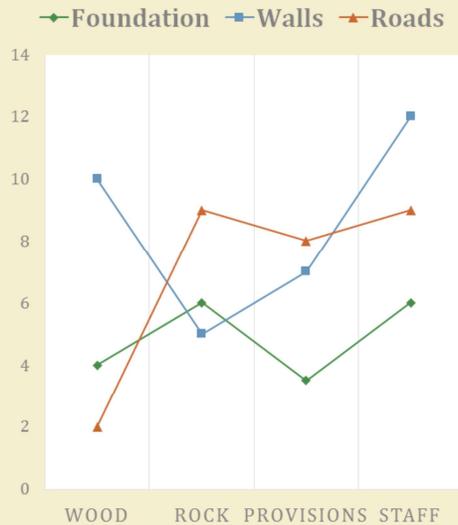
*So I became **dreadfully afraid**, and said to the king, "May the king live forever! Why should my face not be sad, when the city, the place of my fathers' tombs, lies waste, and its gates are burned with fire?"*

Then the king said to me, "What do you request?"

***So I prayed to the God of heaven.** And I said to the king, "If it pleases the king, and if your servant has found favor in your sight, I ask that you send me to Judah, to the city of my fathers' tombs, that **I may rebuild it.**"*

*Then the king said to me (the queen also sitting beside him), "**How long will your journey be? And when will you return?**" So it pleased the king to send me; and **I set him a time.** Furthermore I said to the king, "If it pleases the king, let letters be given to me for the governors of the region beyond the River, that they must permit me to pass through till I come to Judah, and a letter to Asaph the **keeper of the king's forest, that he must give me timber** to make beams for the gates of the citadel which pertains to the temple, for the city wall, and for the house that I will occupy." **And the king granted them to me according to the good hand of my God upon me.***

His trust was the Foundation of his Plan He was afraid - but he asked anyway.



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Nehemiah 2:11-18

Nehemiah had a multi-year job, and about 45,000 people who would be directly or indirectly affected by his plan to rebuild the walls of Jerusalem.

He had a PLAN This funny little chart is my idea of the MINIMUM the plan had to include, just to get started! He needed supplies, and staff, and foundation stone. He understood that the value of completing this task was twofold, and it was incredibly valuable!

- (1) The **temple could be rebuilt** in Jerusalem, (read the book of Ezra to see how immense this value was) and
- (2) The **citizens of Jerusalem and surrounding area would have much more security** and protection from enemies so they could thrive and grow in their land again.

If a leader is not convinced the goal or mission has significant value, she cannot lead a team to achieve the mission. The leader is always the *champion of the value of success*. She can **articulate what success means** to the team, partners, and the

organization and its supporters. She can **quantify the value of success, and the outcome** in relation to the overall mission of the organization. **She internalizes that value and communicates it with enthusiasm.**

She knows that **no team members can even be *selected* unless the leader has first considered what it will take to achieve the goal and *why it matters!***

Conviction about the *value* of the effort is essential.

The strong foundation of Christian leadership is the work of the Holy Spirit in helping a Christian leader display certain traits that support the work of a team:

- personal discipline
- discernment
- confidence from experience that work can be bravely accomplished, or modified, or stopped, if God is involved
- insistence on truth in planning and work, and
- clarity about her gifts from God and how her gifts relate to the team's composition and purpose.

A successful leader must be willing to pray, study, plan, get mentally ready to lead to a specific goal, and bravely make decisions.

Build conviction about your ability and courage to make informed decisions!

Decision-making is a *learned capability* of a leader. Without it, a leader cannot *finish!*

How do you learn to make good decisions? Pray! Think! *You learn by making decisions— small, medium, and large decisions.* And then make some *more* decisions. Even if you never are in charge—practice thinking about how you *would* decide, and ask others why they made the decisions they did. Practice with team members, alone and in conjunction with experts, when dealing with open issues! If you are a young person, seek a volunteer job where you can begin to make decisions.

Since failing is a part of every learning process, become inquisitive about your failures! Face them and ask “Why?”

He was the Champion of the Value of SUCCESS!

IF A LEADER IS NOT
CONVINCED
THAT THE MISSION HAS
SIGNIFICANT VALUE
THE LEADER
CANNOT COMMIT FULLY
TO LEAD A TEAM
THROUGH ADVERSITY
TO ACHIEVE THE MISSION.

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Nehemiah 2:17, 4 - 13

Commitment is the mindful *decision* of a leader that she will give her God-given gifts, time, talent, spiritual support, and the required effort to achieve the team's goal. If she will not commit, she should not take the team leadership role. Period.

An effective leader is accustomed to work, enjoys working, and gets a great sense of satisfaction from work well done with other people. Thus, it is not difficult for a good leader to commit to a team, a plan, and the work if the **level of commitment matches the value of the outcome!**

If we put Conviction and Commitment in an equation, it would look something like this:

Conviction + Commitment = Determination

Determination is what keeps a leader going — even after everyone else has gone home or when a timeline is threatened by unexpected difficulty.

Determination makes a leader think longer, find more resources, study till she understands a new concept proposed by a team member, wrestle with deadlines or team assignments when others don't care, and propel the team with fun and joy over every success.

Even in the face of opposition and conspiracy, **Nehemiah demonstrated conviction and commitment (Nehemiah 3 - 6).** His determination gave him courage! God would

not quit, and neither would he.

A leader can't build determination without Commitment. Commitment is the element of leadership that is toughest for a new leader. Why? Because there are not many role models for it. You be a role model for it!

What steps would you need to take *today* to raise your level of Conviction and Commitment for the teams and goals you lead?

Think about it. Share your ideas with another leader in your organization. You'll both grow.

PICK ONE OF THESE TO READ:

When enemies ridiculed him...Nehemiah trusted God to prosper his plans and took his concerns to the Lord in prayer (2:19-20; 4:4-5).

When enemies threatened to attack...Nehemiah again prayed and set up a guard to repel attackers (4:7-9).

When enemies tried to draw him away from Jerusalem...Nehemiah did not leave. He kept working on the wall (6:1-4).

When his enemies spread lies about him...Nehemiah denied the accusations and prayed, and kept working (6:5-9).

When his enemies tried to trick him into hiding...Nehemiah discerned their deception, prayed, and continued his work. (6:10-14).

Nehemiah performed 14 leadership tasks to build the walls of Jerusalem!

- 1 - Planned
- 2 - Communicated
- 3 - Made decisions
- 4 - Acquired resources
- 5 - Recruited team members
- 6 - Got rid of some team members
- 7 - Handled exceptions
- 8 - Divided projects intentionally
- 9 - Focused on work not personalities
- 10 - Encouraged others
- 11 - Held people (and himself) accountable
- 12 - Made progress reports
- 13 - Adjusted timelines & resources
- 14 - Celebrated and Educated!



Nehemiah 3:23

As we've discussed the 6 Big C's of Leadership, we've looked at confident faith, conviction, and commitment.

When Nehemiah heard that God's pitiful few in Judah were in "distress, their walls broken down, and gates burned (1:3), he returned to Jerusalem to lead the people. Despite opposition, the wall was rebuilt within 52 days. That's certainly competent leadership!

Do you know what God has given *you* that makes *you* competent to lead? Self-awareness is a great skill for a leader to cultivate.

Keep in mind that teams need to: do all these things BUT THE LEADER DOES NOT NEED TO BE ABLE TO DO THEM ALL!

- plan
- communicate
- make decisions
- acquire resources their team needs
- get people on or off their team
- expect exceptions and handle them with team members
- divide projects intentionally
- measure progress with facts
- focus on the work not personalities
- encourage others

- hold people (and themselves) accountable
- make progress reports as needed
- find a way to stay on track when timelines or resources must be adjusted,
- celebrate successes!

Successful leaders find team members to help with all these things – you can't do it all yourself!

Good team leaders know how to **quietly remove a disinterested, non-performing team member** without saying one negative word to the team, but making it clear that the decision was made to enhance meeting the team's goal.

Sometimes a leader needs to be the person who knows more about a subject than anyone else. But **often, the leader needs to be capable of *finding* the ones who know the most and engaging them in the project — even if that person is not on the team.** This means **learning how to network** among peers and experts beyond your current competence. Follow a great networker around and learn. The person may not work in your department, but you can find a networker. *Start talking to people about your need to learn to network, and the networker will find you!*

Time management is a competence that comes from practice in watching other leaders whose projects stay on track, and learning basic management skills.

If you don't have this competence, and seem not to be able to stick to a schedule, put a good project manager on your team and follow the schedule, or adjust the schedule mindfully with the project manager's help.

Understand your own Myers-Briggs strengths and if you need a project manager, get one. **Do not blow your own schedule or be lazy — it indicates a lack of COMMITMENT and derails team TRUST.**

Team members soon learn if their leader does not have basic skills in working with people and time. There are books about this. Do not make excuses for yourself.

Nehemiah was faced with slander, ridicule, threats, and duplicity but he stuck with his pattern of work

He was consistent in applying a proven pattern of work

He developed leaders and rewarded them

He demonstrated CAPABILITY AND CONSISTENCY to his team – so, they

TRUSTED HIM TO GET THE JOB DONE!



Nehemiah 3 and 4

Successful leaders are dedicated to *consistently get results!*

Let's look at an illustration.

Most successful leaders, like “Bob,” have a pattern of work (A METHOD) that they refine over the years while they work as a team *member*. Some even have software so crucial to their success that they will not lead a team if they can't use that software for management.

At some point in Bob's career, someone noticed how consistently he got results. So, that manager gave Bob a job leading a team for a sub-project of a bigger project. The team worked well, achieved their objective, and Bob added a few things to his approach from the new project.

So, another leader, who spent time developing leaders, noticed Bob's work and thought, “Here is a guy who can do more!” And she met with Bob, and asked, “If we gave you this project to do and this goal, how would you go about doing it?” (Remember this good question!)

And Bob answered, “We did a good job on the XX project. I'll show you the approach we used to get *that* job done, and you can tell me if you agree it could work for bigger things. If not, maybe you would help me refine it!” **That's a consistent person's**

answer:

An inconsistent person might have said, “We’d figure this out as a team, after all, it’s a new project.” No, we probably would not “figure it out as a team BECAUSE WE NEED TO PLAN IT, AT LEAST TO SOME DEGREE, IN ORDER TO CHOOSE THE TEAM!”

There are many good, proven management practices. The Team Leader has to choose those practices and use them!

A person or organization with a set of practices or established management approach will *achieve* more results faster with a new team because — team members see the CAPABILITY and CONSISTENCY and begin to *trust the leader*.

Right? Right. ***Then*, the team can tailor the existing approach to the requirements. But they don’t have to *invent* the approach — they get to start with a proven method!**

If you are not “Bob” – *hire* “Bob.” Management and leadership *consistency* in focusing on results are priceless. Why? Because the outcome is *confidence* that the *next* plan can be implemented, and the goal can be achieved!

Nehemiah believed God was on his side!

Nehemiah recognized the need for Team members to:

- Work near their homes,
- Defend their families
- Build using their skills
- Rest, and
- Worship God



NEHEMIAH WAS A GOD – HONORING MAN!

Nehemiah 4: 16-21

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Consideration is a character quality without which a leader can easily become a tyrant.

As a Christian person, one tries to emulate the careful consideration Jesus gave to every person He met — how He listened, and focused, and asked questions, and let the person know things about Himself that gave the person security and an inclusive way of belonging to the group.

Consideration props up a person's security and is a crucial element of fairness. For example, if the amount of work for one team member far exceeds the amount of work for other team members, a successful leader will find some way to acknowledge and reward that unique level of effort.

- A good leader knows how to do this, not only with a bonus and praise, although that's fine, but also with such things as: extending an offer for an educational experience the person values, presenting an award that really means something in the company, or recommending a promotion or an opportunity to go to a conference where the individual can meet experts in their field.

A leader who is considerate of others is a valuable asset. *Team members work harder because that leader notices. Experts contribute more because their input is valued*

and used. Other leaders seek the considerate leader to emulate because the considerate leader has humility. The leader programs “rest” for themselves and the team into the schedule.

Nehemiah was a considerate leader. He had a conviction that God was on His side. He realized people would defend the section of wall near their homes with greater zeal because they *loved* the people living in that home. Nehemiah valued his team members, and they knew it, so he let them protect their families.

Read Chapter 7 through the end of Nehemiah. **This is a story of extraordinary leadership of an entire people that *began with God’s selection of Nehemiah* to lead His team of thousands.**

What are your leadership challenges today?



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God selects and supports every Christian leader. We can lean on Him. Learn to take your opportunities and challenges to the Lord.

Keep practicing your skills.

Keep analyzing your results.

Build relationships with other leaders and discuss ideas for even better leadership.

Build your Six Cs:

[Confident faith](#)

[Conviction](#)

[Commitment](#)

[Competence](#)

[Consistency](#)

[Consideration](#)

Let me know if you implement these practices in one of your teams, or if you have a "C" that you think we need to add, tell us. We'll learn something together. If you would like to have a SKYPE discussion or a ZOOM Conference call with your staff, we can schedule it.

Lead on! God is on your side!

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