

# Notes

BIBLICAL INSIGHTS FOR TODAY'S MANAGERS

## Personal Leadership Philosophy

*A Foundation for every Christian Leader*

### I. Introduction

#### A Leader's Role is to Influence

- Purpose
- Direction
- Motivation

In order to accomplish organization's goals

#### What is a Personal Leadership Philosophy?

- What you believe about people
- What you believe about life
- What you believe makes groups and organizations effective

#### Why a Personal Leadership Philosophy is Important

- The values conflict
- Rapid pace of change
- Values are the foundation
- Values drive decisions

#### Power when Communicated

- Communicated what people can expect of the leader
- Defines leader's expectations of the organization
- Provides framework for evaluating performance

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## Personal Leadership Philosophy

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### II. Significant Purpose

Defines what I am about, my calling (vocation).

Answers the question, "What is my purpose?"

#### Examples:

My life's work is to serve the Lord in ministry directed to empowering, encouraging, and enabling Christian leaders in the workplace to fulfill the Great Commission. Accordingly, my objectives are to:

- Empower (Head): To equip believers with Biblically based practical and spiritual tools.
- Encourage (Heart): To provide believers with an opportunity for fellowship and to support one another.
- Enable (Hand): To send believers as beacons of God's love into the marketplace.

Margaret Jones exists to protect the rights of underprivileged people and bring the light of hope to their lives.

#### My Personal Significant Purpose:

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## Personal Leadership Philosophy

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### III. Compelling Vision

Describes where I am going and what it will look like when I get there.

Answers the question, “Why should others support my vision?”

**Examples:**

My vision is to create an army of Christians in the workplace who are empowered, encouraged, and enabled to boldly represent the Gospel of Christ through their words and deeds. By making Christ the center of their personal and business lives, this army of believing Christians will change the face of American business.

I will become a well-known and respected leader in the food industry, revitalizing the ways food is produced and marketed, making healthier products to help people live better lives.

To inspire and equip women to reach their divine potential. This will be accomplished by writing articles, columns, books, and e-books; by publishing an online women's magazine; and by speaking at conferences and seminars.

**My Compelling Vision:**

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## Personal Leadership Philosophy

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### IV. Inspiring Values & Qualities

Details the core values and qualities I pursue.

Answers the question, “What will guide my decision making?”

#### 7 Characteristics of Values

- Biblical
- Engender passion
- Shared
- Constant
- Expressed clearly
- Congruent with other values
- Implementable

#### Examples :

- Core Value #1: Glorify God. I am committed to GLORIFYING GOD in the marketplace.
- Core Value #2: Integrity. I am committed to INTEGRITY in the marketplace.
- Core Value #3: Servant Leadership. I am committed to being a SERVANT LEADER in the marketplace.
- Core Value #4: Excellence. I am committed to EXCELLENCE in the marketplace.
- Core Value #5: Unity. I am committed to UNITY in the marketplace.
- Core Value #6: Influence. I am committed to being a person of INFLUENCE in the marketplace.
- Core Value #7: Purpose-Driven Life. I am committed to living out GOD’s PURPOSE in the marketplace
- Personal Quality #1: Prayer and Spiritual Development.
- Personal Quality #2: Personal Character.
- Personal Quality #3: Personal Development.

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## Personal Leadership Philosophy

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- Personal Quality #4: Personal Life.
- Personal Quality #5: Discernment.
- Personal Quality #6: Financial.
- Corporate Quality #1: Success.
- Corporate Quality #2: Manage Personnel.
- Corporate Quality #3: Recruiting.
- Corporate Quality #4: Equip.
- Corporate Quality #5: Remove Barriers.
- Corporate Quality #6: Adaptable.
- Corporate Quality #7: Diversity.

### **Examples: Physical Values/Qualities**

- Accuracy. The precision, exactness, and conforming to fact in details of work.
- Cleanliness of offices, production and warehouse facilities, equipment, customer service areas, raw material and finished product inventory, closets, bathrooms, etc.
- Maximum Utilization of Resources. The desire and ability of the company to improve its performance by full utilization of its current resources (i.e. as time, money, equipment, materials, space, people, etc.).
- Orderliness in offices, drawers, file cabinets, shelves, paperwork, files, phone numbers, priority of work, daily and weekly planning, etc.
- Punctuality and Timeliness in arriving on time to work, from breaks, from lunch, to meetings, in replying to letters and phone calls, in paying bills on time, etc. Occurring at the most suitable or opportune time.
- Quality of Products and Services in terms of presentation, functionality, choice, value, speed, timeliness, suitability, repeatability, reliability, life span, repeatability, courtesy, friendliness, etc.
- Regularity of meetings, reports, sales calls, performance reviews, and so forth
- Reliability. The way system or persons consistently produce the same results, preferably meeting or exceeding its specifications. Dependability.
- Responsiveness. The way people, the organization, systems, etc. react to a need coming from within or without.
- Safety in offices, warehouses, production and research facilities, vehicles, for employees, vendors, customers. etc.

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## Personal Leadership Philosophy

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- Speed of Operations. The measurement of whether actions occur in the fastest time.

### **Examples: Organizational Values/Qualities**

- Accountability of individuals, departments and divisions for performance, results, problems, etc.
- Communications up, down, and sideways within the company, with customers and vendors, in terms of openness, frankness, clarity, frequency, accuracy, timeliness, and brevity
- Cooperation (Teamwork) among individuals, departments, divisions, branches, etc.
- Coordination horizontally between departments in terms of plans, activities, and systems
- Discipline -in adherence to company policy, rules, systems, procedures, schedules, standards, ethics, etc.
- Freedom for Initiative of Employees -to make suggestions, develop plans, make decisions, carry out or modify actions, etc.
- Integration for smooth operation vertically between different levels of the organization in terms of plans, decisions, and priorities
- Standardization -in terms of forms, files, procedures, reports, performance evaluations, equipment, training, recruitment, orientations, communications, etc.
- Systemization -in sales, marketing, customer service, accounting, research, production, engineering, estimating, recruitment, training, promotions, communications, coordination, reporting, etc.

### **Examples: Psychological Values/Qualities**

- Continuous Improvement. The desire and ability of the company to develop and incorporate ways to improve itself.
- Creativity in terms of new products, new ideas, new systems, new production methods, new applications of technology, new methods of financing, new marketing strategies
- Customer Delight. The positive emotional response and joy that the customer feels from interaction with our people and our products and services.
- Decisiveness in solving problems, planning, executing plans, in terms of speed and commitment to decisions once made
- Develop People. The desire and ability of the company to improve the lot of its employees, including, ultimately, their personal growth.
- Harmony. The overall atmosphere and interaction between people, departments, divisions, systems, activities, rules, and policies within the company and between these elements and the external envi-

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ronment, customers, vendors, community laws, etc.

- Innovation. The desire and ability of the company to venture into new, breakthrough areas of opportunity. (e.g. in the industry, in emerging trends in society, etc.)
- Integrity. Keeping to one's word, promises, agreements, being truthful, non-deceitful etc. with employees, customers, vendors, government, etc.
- Loyalty to and from suppliers, customers, and employees
- Resourcefulness. The ability to deal resourcefully, i.e. creatively, imaginatively, self-reliably with unusual problems, difficult situations, or unanticipated opportunities.
- Respect for the Individual in establishing rules and policies, design of systems, making decisions, executing instructions, etc. in terms of people's health, safety, self-esteem, feelings, and opinions
- Service to Society. Community welfare, environmental protection, development of products and services that meet real physical, social, or psychological needs.
- A will to succeed in any aspect of work.

### **My Personal Values/Qualities:**

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