



leadership

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October 24, 2020 Agenda

- 8:00-8:30 Breakfast/Check-In
- 8:30-8:40 Welcome
- 8:40-9:00 Worship
- 9:00-9:30 Keynote
- 9:30-9:35 Break
- 9:35-10:30 Breakout Session
- 10:30-10:45 Q&A
- 10:45-11:00 Wrap-Up/Review



THE FEAR OF TRUST

- As a Leader, FEAR will ALWAYS cause you to make _____.
- The FEAR of _____
 - Leaders, YOU are _____ exempt from this FEAR!
 - And FEAR will make you _____ your WHY.
- FEAR OF _____
 - When you allow the expectations of others to dictate your decisions as a LEADER...
 - You'll do things you _____ should have done.
 - It will _____ you, and the people you lead.
- The GREATER the _____ ahead
- The GREATER the _____ required
- The GREATER the _____ possible



THE FEAR OF TRUST

Scripture: 1 Samuel 13:6-14

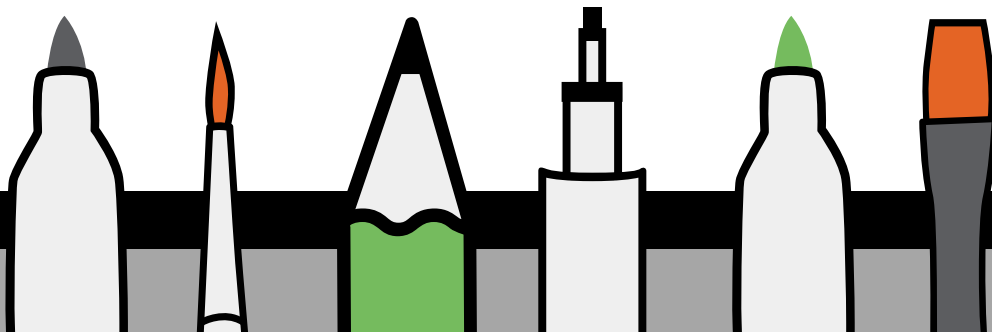
6 The men of Israel saw that they were in trouble because the troops were in a difficult situation. They hid in caves, in thickets, among rocks, and in holes and cisterns. 7 Some Hebrews even crossed the Jordan to the land of Gad and Gilead. Saul, however, was still at Gilgal, and all his troops were gripped with fear. 8 He waited seven days for the appointed time that Samuel had set, but Samuel didn't come to Gilgal, and the troops were deserting him. 9 So Saul said, "Bring me the burnt offering and the fellowship offerings." Then he offered the burnt offering. 10 Just as he finished offering the burnt offering, Samuel arrived. So Saul went out to greet him, 11 and Samuel asked, "What have you done?" Saul answered, "When I saw that the troops were deserting me and you didn't come within the appointed days and the Philistines were gathering at Michmash, 12 I thought, 'The Philistines will now descend on me at Gilgal, and I haven't sought the Lord's favor.' So I forced myself to offer the burnt offering." 13 Samuel said to Saul, "You have been foolish. You have not kept the command the Lord your God gave you. It was at this time that the Lord would have permanently established your reign over Israel, 14 but now your reign will not endure. The Lord has found a man after his own heart,[i] and the Lord has appointed him as ruler over his people, because you have not done what the Lord commanded."



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TOOL #1: PRODUCTIVITY ASSESSMENT

The Eisenhower Decision Matrix



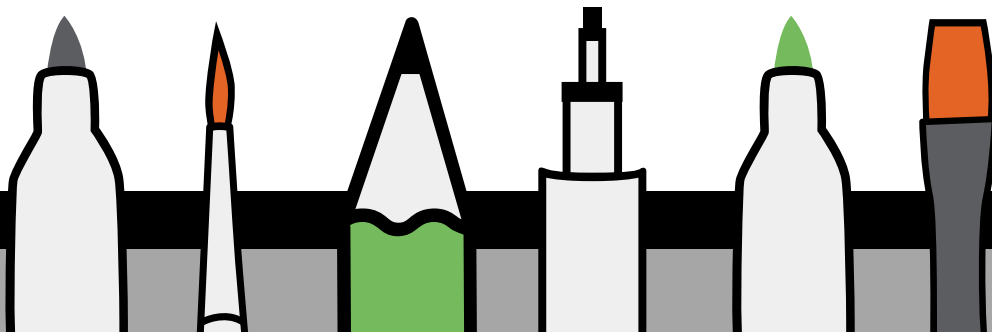


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TOOL #2: PROJECT ANALYSIS

Evaluate your workload to determine if there are any current projects/tasks that could be done by a staff member. Look at your job description and review your calendar, emails and daily to-do lists to identify possible items that could be delegated.

What projects/tasks can someone else do as well as OR better than you (because of skill/time/preferences)?	<input type="checkbox"/> _____ <input type="checkbox"/> _____ <input type="checkbox"/> _____	How many hours per week do you spend on this? _____
What projects/tasks do you dislike doing that a staff member would prefer doing?	<input type="checkbox"/> _____ <input type="checkbox"/> _____ <input type="checkbox"/> _____	How many hours per week do you spend on this? _____
What projects/tasks consume a lot of your time?	<input type="checkbox"/> _____ <input type="checkbox"/> _____ <input type="checkbox"/> _____	How many hours per week do you spend on this? _____





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TOOL #3: PERSONNEL ASSIGNMENT

Level 1: Do as I say. This means to do exactly what I have asked you to do. Don't deviate from my instructions. I have already researched the options and determined what I want you to do.

Level 2: Research and report. This means to research the topic, gather information, and report what you discover. We will discuss it, and then I will make the decision and tell you what I want you to do.

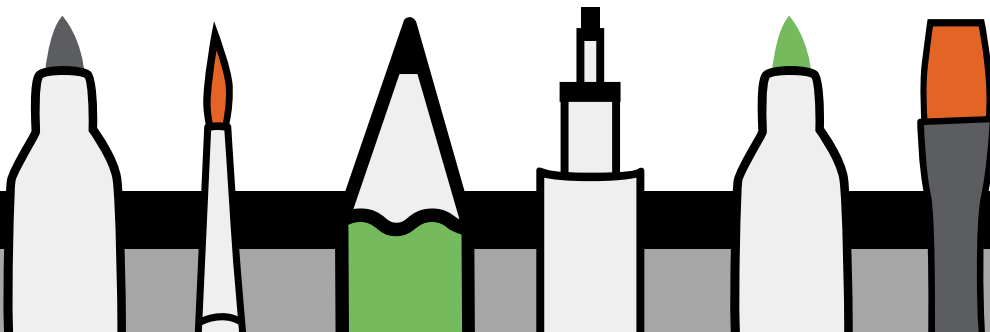
Level 3: Research and recommend. This means to research the topic, outline the options, and bring your best recommendation. Give me the pros and cons of each option, then tell me what you think we should do. If I agree with your decision, I will authorize you to move forward.

Level 4: Decide and inform. This means to make a decision and then tell me what you did. I trust you to do the research, make the best decision you can, and then keep me in the loop. I don't want to be surprised by someone else.

Level 5: Act independently. This means to make whatever decision you think is best. No need to report back. I trust you completely. I know you will follow through. You have my full support.

Projects/Tasks:	Person:	Delegation Level:	Skill Level:

*Adapted from Michael Hyatt's "Five Levels of Delegation." <https://michaelhyatt.com/the-five-levels-of-delegation/>





THE FEAR OF TRUST

QUESTIONS FOR EVALUATION & REFLECTION

- What delegation opportunities are you currently implementing successfully?
- What part of delegation is challenging for you?
- What has a lack of delegation cost you?
- What is one change you will make this week to improve your delegation?
- How can overcoming "The Fear of Trust" improve your leadership?

