
MAXIMUM CEO **SYLLABUS**

DIGITAL VERSIONS OF ALL CHARTS AND
WHITEBOARDS FROM THE COURSE



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MAXIMUM CEO

EXECUTIVE Instructor's Lessons & Diagrams

Maximum Discipleship

Table of Contents

1. Prerequisite	Critical functioning criteria	Working Alone vs. Relationships
2. Prerequisites	Critical functioning criteria	Change • Levels Of Learning
3. The System	Scriptures	Wisdom • Understanding • Knowledge
4. Positioning		Tachometer • RPM
5. Positioning		Dysfunction • Doing • Discipleship
6. Positioning		Core Competence • L Pipeline • L Engine
7. Functioning		CEO Job Descriptions
8. Delegating		Funnel Of Unsuccess
9. Learning Discipleship		Building God's Business
10. Discipleship Learning		Compounding Learning Gaps
11. Leading Change		Personal and Cultural Change
12. Process		Communication • Relationship • Partnership
13. Process		Questions • Listen • Safe Harbour • Honesty
14. Process @ Work		Issues • Problems • Opportunities
15. Process @ Work		Priorities • Organization • Meetings
16. Discipling Love		The Prism of Life and Work

PREREQUISITES

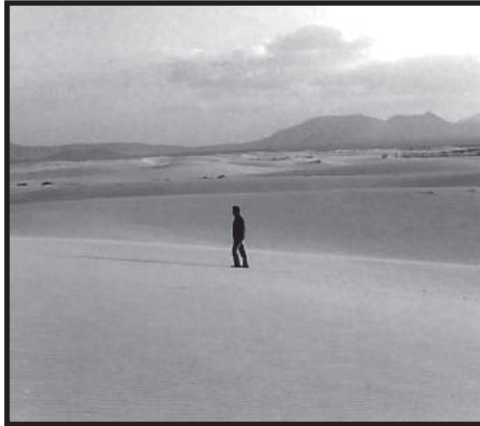
Critical Functioning
Criteria

Working alone has a few benefits.
Survival isn't one of them. Neither is
productivity, discipleship and leaving a legacy

1

The Lonely Leader

Trudging through the dark ominous tundra
of ministry life all alone



God did not create us
To live alone and He didn't
Create us to work alone.

Everything God does
is through relationships

DO NOT WORK ALONE

We develop relationships and partnerships
with those He entrusts to us
to accomplish His kingdom work
Called working with Teams

**Teams are the primary and foundational building unit
in any effective organization**

Surround yourself with core competence
People smarter than you are

The leader is still in charge but we
Work by communicating in partnership for God

Work with Teams

No one in the ministry should work alone
Everyone should have a team to lead or participate with

Working alone is dysfunctional
One of the principle reasons for underachievement

**The System of methods, processes and procedures
Require everyone to work with others on teams
The more depth of teams the greater the results**

[HOMEWORK ASSIGNMENT]

Exodus 18: Moses working alone

'Jethro: "What is this thing you are doing? The thing you are doing is not good!
You will surely wear out; the task is too heavy for you; you cannot do it alone;
They will bear the burden with you; then you will be able to endure!"

NOBODY WORKS ALONE!



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PREREQUISITES

Critical Functioning Criteria

Growth without change is impossible, significant growth without significant change is impossible

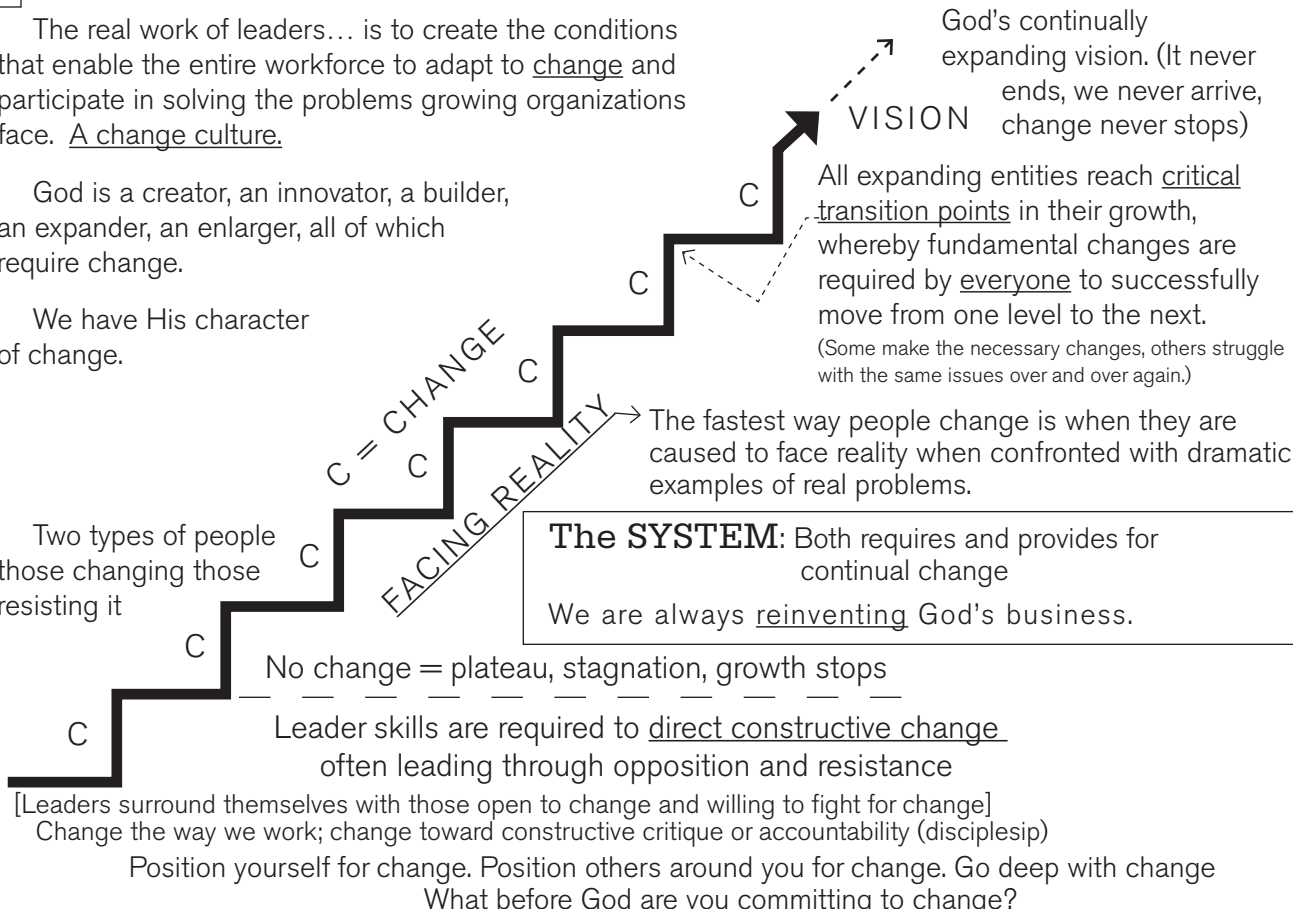
2

The real work of leaders... is to create the conditions that enable the entire workforce to adapt to change and participate in solving the problems growing organizations face. A change culture.

God is a creator, an innovator, a builder, an expander, an enlarger, all of which require change.

We have His character of change.

Two types of people those changing those resisting it



Three levels of learning

- 1. Mental Assent (know)
- ↑ Biggest gap in the world -between what we know and what we do with what we know
- GAP
- ↓ We have more knowledge than we apply
- (DO)
- 2. APPLICATION
- 3. TEACHING

The System works only when you learn to work it and can get as many others God entrusts to you to do it
Wisdom & knowledge applied

Hosea: 4:6 My people are destroyed for lack of knowledge (people who do not receive teaching or resist teaching)

Rejected knowledge (People not willing to take on more responsibility and experience more learning)

Forgotten knowledge (People not repeatedly studying, practicing, applying and teaching what they have learned)

Repetition is the motor of learning

What we do with what we know. The skill sets and art forms.

Modeling what we learn is the best teaching

learning the skill sets and art forms of a leader

90% of learning is what we say and do. Let your people teach. The More People teaching the system the faster the growth.



THE SYSTEM

[Scriptures]

Isaiah 11:2 And the spirit of the Lord shall rest upon Him, the spirit of wisdom and understanding the spirit of counsel and might, the spirit of knowledge and the fear of the Lord (KJV)

3

The prophet Isaiah prophesied over the coming messiah and said the He would have the spirits of wisdom, understanding, counsel and knowledge. Jesus did indeed have these spirits.

Because of what Jesus did at the cross, we have these spirits. Our job as God's leaders is to 'mine the rich deposits' in those entrusted to us. To utilize their same spirits through involvement, empowerment and their proverbial wise counsel (1:5); abundance of counselors. A team (11:14); atp answers and timely words (15:23); new ideas (18:15); the facts (18:13); Good sense (23:23).

The prophesy ended with the proclamation that Jesus would have the fear of the Lord. As leaders we uphold righteousness; modeling and maintaining respect for God's precepts and leading in the purging of leaven. 1 Cor. 5: 6 (KJV)

THE SYSTEM must be integral to and systemic to the whole of your organization as an orderly combination of methods, processes and procedures which everyone learns and applies.

Isaiah 11:2 (KJV)	Proverbs 24:3-4 (KJV)	LEADER WORK	TEAM WORK
Spirit: ← WISDOM ←	→ BUILD →	WISE ← PLANNING	= MOBILIZE = Direct point person to change the facts for added value. Make it happen' with a team
Spirit: ← UNDERSTANDING ←	→ ESTABLISH →	COMMON SENSE ←	= PRIORITIZE = Put the facts on the table where the team faces reality
Spirit: ← KNOWLEDGE ←	→ RICHES →	FACTS ←	= RECOGNIZE = Obtain the key indicators of productive and effectiveness from the team
How God changed chaos to order in the earth How leaders change crisis and chaos to order in your organization	Blessings of fruit yield yield R.O.I. for God. Effectively achieving all God's mandates in His timing	Two kinds of Facts: Quantitative Qualitative (What team sign, thinks, feels) The fruit is in the facts	40 out of fortune 200 CEO's were fired by the board for failure to properly recognize, prioritize and/or mobilize the facts. Leaders lead by direction and facilitation I,P= O The formula for reinventing your organization. Every time the teams meet.

↑ Any enterprise is built by the wise planning, becomes strong through common sense, and profits wonderfully by keeping abreast of the facts. Proverbs 24:3-4 (TLB)

↑ Through wisdom is an house builded; and by understanding is it established; and by knowledge shall the chambers be filled with all precious and pleasant riches. Proverbs 24:3-4 (KJV)

↑ The Lord by wisdom hath founded the earth; by understanding hath He established the heavens. By His knowledge the depths are broken up, and the clouds drop down the dew. Proverbs 3:19 (KJV)

THE SYSTEM: Giving God a steady compounding return (R.O.I.) on the greatest investment of all time.



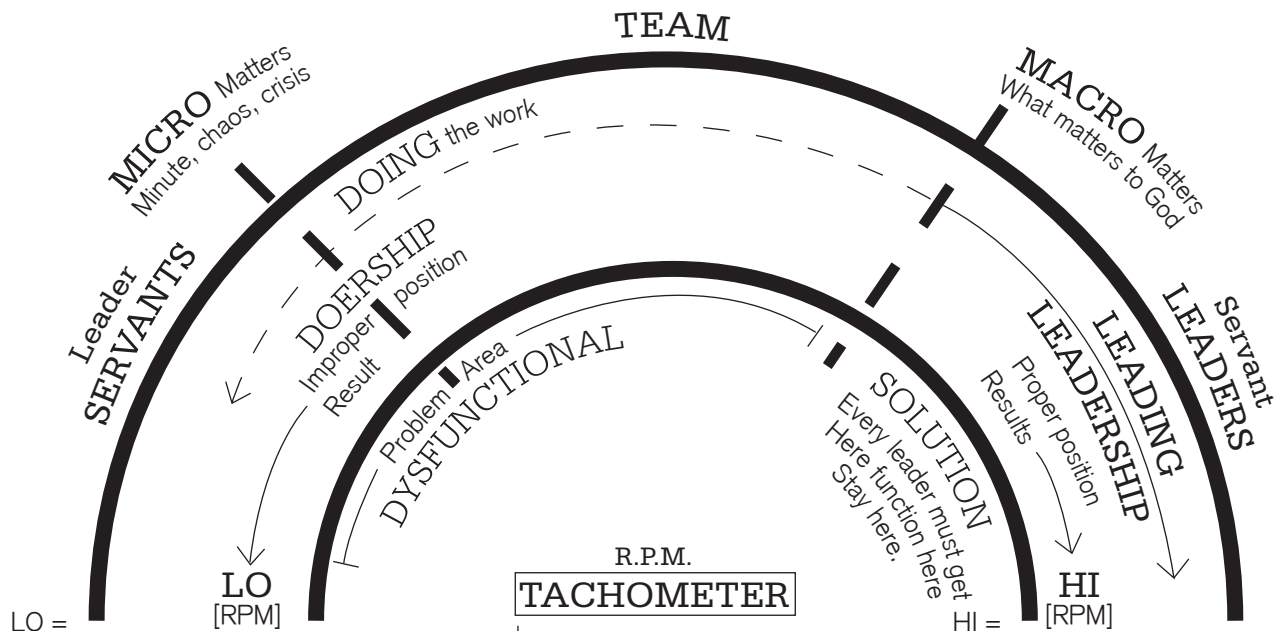
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POSITIONING

Where a leader positions himself is critical in determining the level of response to God's mandates.

4

Ministry Institute Finding 1: Most leaders are operating out of position, with an unprotected anointing, underachieving the vision, with lack of intimacy with God and family and no clarity on how to leave a legacy



LO =
Aching void of underachievement
frustration, anxiety, stress
despondency, despair, demoralization
vision stolen
hanging by thumbs
uncalling themselves/quitting

Tachometer on your car
Analogous to
Ministry Tachometer

Where the gears are positioned
(don't start out in 4th gear)
=go nowhere
(don't cruise the interstate in 1st)
blow the engine

Where the leader is positioned
=get somewhere
=build an engine

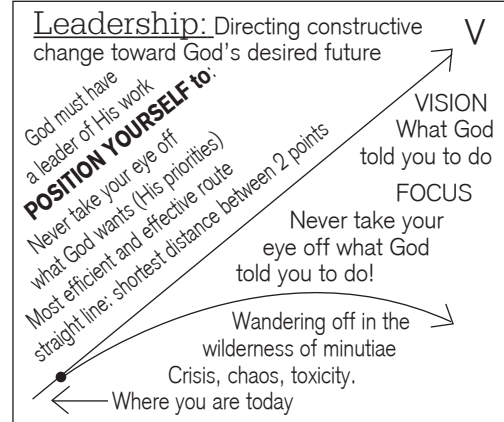
Efficiency: of operation
Others easily turning issues into opportunities.

Acceleration: In reaching destination:
Others achieving plans/goals

Torques: Response to stomping on Gas
Others grabbing your direction

Responsiveness: Exhilarating to drive
Others taking your vision and making it happen

HI =
Intimacy with God restored
marriage and family strong
quality of life again
time for true discipleship
Depth of competency
Depth of capacity
Ministry efficiency/effectiveness
Vision accomplished
Freedom
Personal mandates achieved
Succession plan in place
Legacy being built



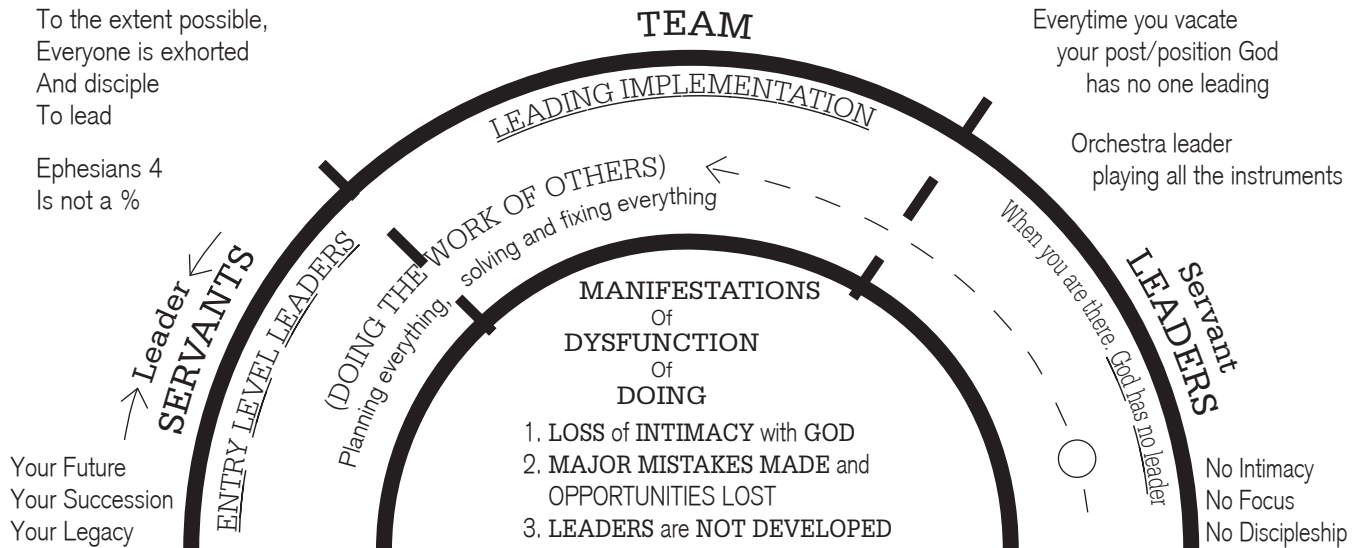
POSITIONING

Where a leader positions himself is critical in modeling Discipleship for future generations of leaders.

5

Ministry Institute Finding 2: Most leaders have so much needless crisis and chaos in their lives that they do not face the facts and avoid them at great cost. Major ministry mistakes are made and major opportunities are missed.

Ministry Institute Findings 3: Most leaders do not lead. Most do not properly disciple by coaching, teaching, training and mentoring those God has entrusted to them.



1. "There is no happiness and peace apart from Him"

There is no such thing: - C.S. Lewis

Stress is not caused by hard work---but by the failure to find

The Right Object of our Trust.

You have to be pretty far from God to 'un-call' yourself and quit

(twenty two thousand pastors/yr)

2. Most churches retain less than 15% of those people God sends to their church.

Thereby losing God's provision.

of sufficient leaders and financial resources to achieve His mandates.

Most leaders have no idea what their assimilation rate is on the most important

things they do----the most important fact.

Matthew 28: = The Great OMISSION

A major mistake and an 85% opportunity lost.

3. Leadership is the STEWARDSHIP of those ENTRUSTED to us

It is not what leaders can get out of them---but what leaders put in them.

God is in the transformation business, He expects leaders to transform disciples while transacting

His business---Like Jesus.

The parable of talents: Entrusted with more or judged wicked and lazy.

What about the talents of the people God sent?

The World System Eats Our Lunch When It Comes To Discipleship.

They have CLOS-Chief learning officers; they have world class training centers.

One Company spent 100 million dollars training 30,000 employees to become leaders.

They have depth of discipleship, therefore depth of competence and capacity giving

Shareholders a steady compounding return on investment. What is Gods ROI?



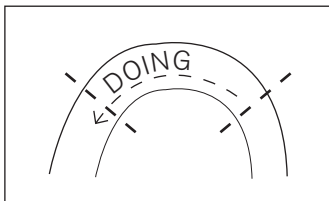
POSITIONING

Where a leader positions himself is critical in building a succession plan and leaving a lasting legacy

6

God has no leader!

Focus is on everything but what God needs accomplished. Don't know the facts don't know the right things to direct. Busyness is not the criteria for success.



DYSFUNCTIONAL

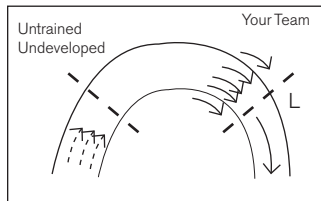
The dysfunction of doing manifest into a multitude of negative behaviors and results:

1. Insufficient time with God. Loss of the supernatural. So stressed & anxious can't hear His still small voice. Galatians 3:3
2. Not Capitalizing on opportunities, lack of key indicators and focus on them. Busy working on the wrong things. Business is not the criteria success. Proverbs 24:3-4(TLB)
3. Underdeveloped leadership. Insufficient leaders. Consequently they can't help and experience is the currency of leadership when you run out of leaders you stagnate. Ephesians 4:12

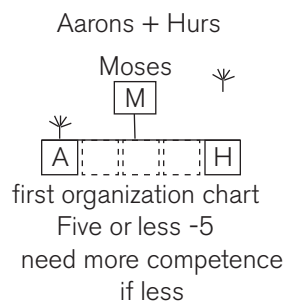
No one works alone!

Leaders must undergird themselves with competence. Then disciple the competence to continually higher levels.

Get and build your team.



CORE COMPETENCE

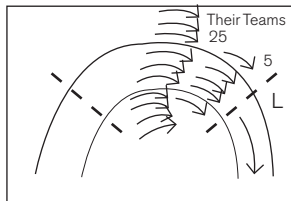


- Aarons + Hurs
- Undergrid the leader
- and allow him to stay in the leader position.

Have your heart
Hold up your hands
Do 'Whatever it takes'
to keep you strong
Fight for the vision
'make it happen'
**YOU SURVIVE
THE BATTLE AND
PREVAIL
IN VICTORY**

A succession plan!

The God in you now being incused into others. Your life learnings, your mistakes, your tools, skills, values, teachable points of view. Like Jesus in 3 yrs.



REPLICATION LEADERSHIP PIPELINE

Your team must have their teams. Nobody works alone. They will not be able to significantly help you until they build their teams.

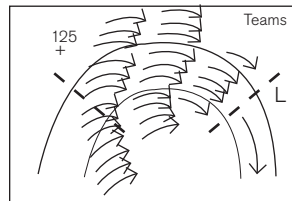
They will not be holding up your hands if nobody else is trained.

Design and architect a leadership pipeline capable of developing and spewing out Entry level leaders as fast as possible.

Place them on a team immediately to continue the learning process (discipleship). They learn 'how to' build a facet of the ministry and contribute.

A lasting legacy

Get a vision. Many ministries have more leaders today than they had congregants when they first started implementing THE SYSTEM



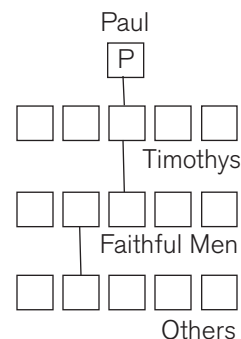
DISCIPLESHIP LEADERSHIP ENGINE

Where leaders at every level of the ministry are training and developing future generations of leaders

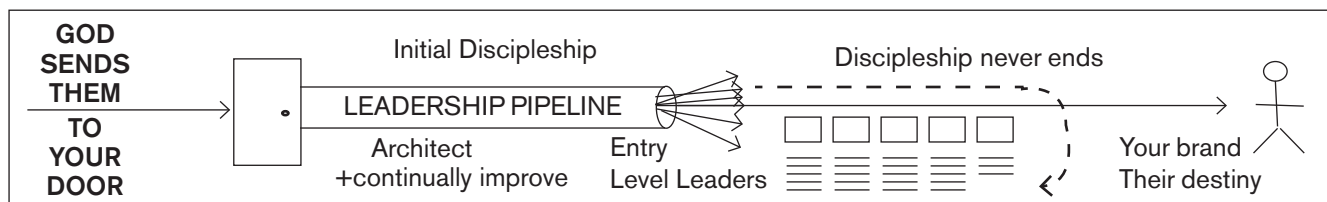
This is true discipleship

THE TIMOTHY PROCESS

2 TIMOTHY 2:2



GENERATIONAL Succession Legacy



FUNCTIONING

Stay in the proper position as a leader
by only functioning in the CEO Job
Description

7

The Manner in which every leader must lead

Must be executed well

CEO JOB DESCRIPTION

Nothing more, nothing less

The art forms and skill sets of being an outstanding leader
The prescription for survival and maximum long term success

1 Provide Direction

Directing constructive change toward God's desired result. Results and behaviors. Establish and relentlessly continue to re enforce **THE SYSTEM** or methods, processes, and Procedures. The culture, DNA, Brand. The God given vision mandated priorities, values righteous standards. No problem solving here. Only continual direction and redirection with the entire team present. Obtain confirmed understanding and commitment.

2 Obtain plans, ideas, and Recommendations

The key operative word is obtain.. Implicit is that you do not come up with anymore. We must prove that others can think. As many as possible. Deep down in the organization thinking creativity and problem solving. A solution is a complaint. Every issue must have an accom-panying recommendation. Questions are directed down and answers come up from individuals on the team. When you get out of the way they will grow in competence and capacity. 'Let my people go'.

3 Commission the work

You are still in charge and make the final decision with God. If you cannot approve it go to step 4 and then redirect it. Be absolutely honest about why. Do not fix it! Never do anything for someone that God gave them the ability to do for themselves. It is disrespectful. Encourage risk by celebrating noble failure; not chronic failure. Celebrate the learning opportunity. Experience is the currency of leadership. Ask: What did you learn? Do this with the team so everyone is learning.

4 Provide Success

Discipleship must include, in addition to the spiritual learning the trining and development on how to conduct and build God's business of kingdom work. THE SYSTEM Coach, teach, train and mentor for their success, always with a team so everyone becomes successful. A minimum of 30% of this job description is discipleship. Honest, caring, helpful critique. Straight forward upholding of standards and performance.

5 Obtain Evaluation

The best way to take the pulse on results And behavior is to have honest people on Your team who report all the facts. The whole truth, noting but the truth so help them, Evaluation is obtaining in regularly scheduled team meetings, status reports, quarterly reviews and forums. Receive presentations to check on progress with goals, discipleship, implementation of methods, processes, procedures, the building of depth of teams, ask questions to surface the facts you need to direct. Then the job stars over again . #1

SPIRITUAL JOB DESCRIPTION

1 Protect Anointing

Leader Servant:

Do whatever it takes (not just your best) to protect the anointing on the leader to whom God entrusted you.

Take weight off ; keep strong in spirit

Servant Leader:

Must protect their own anointing by only working the CEO Job Description

Stay in proper position

2 Vision

Leader Servant:

Do whatever it takes to achieve the vision. Understand that you are accountable to God to accomplish His mandates in His timing.

Make it happen

Servant Leader:

Clearly envision what God mandates you to lead for Him and direct others to plan hold accountable and execute it.

3 Pulse

Leader Servant:

Implement, monitor and evaluate to ensure the methods, processes and procedures are being disciplined, modeled, refined and perfected.

Report to team

Servant Leader:

Take the pulse. Listen for the vital signs of results and behaviors. Know they are operating effectively and achieving for God His way.

Stay out of the fray

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DELEGATING

If a leader is not delegating then he is cheating and stealing from God's people becoming all they can be for Him.

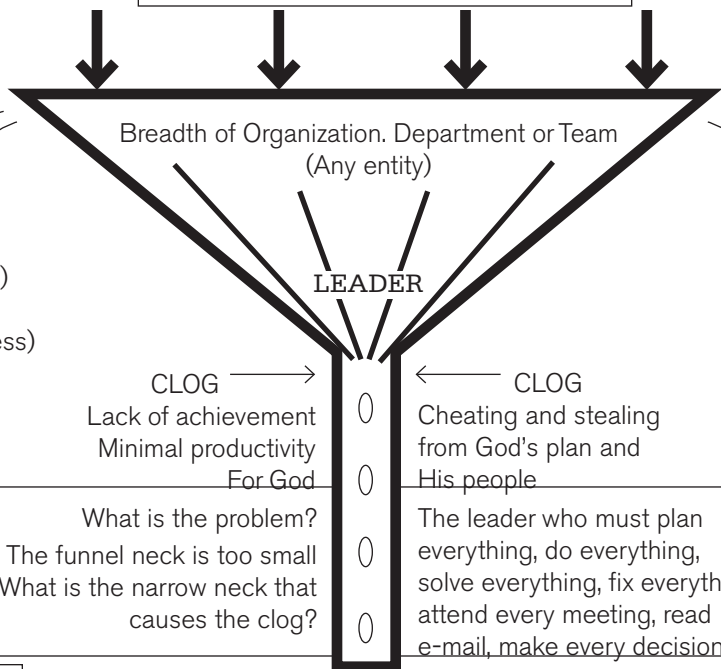
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God's Mandates

When God pours His Mandates faster than you are achieving then there is overflow

Overflow Equals:
Waste (of resources entrusted to us)
Mess (inefficient unproductiveness)

FUNNEL OF UNSUCCESS



God will keep pouring until you face reality and get sick and tired of being sick and tired and make a change.

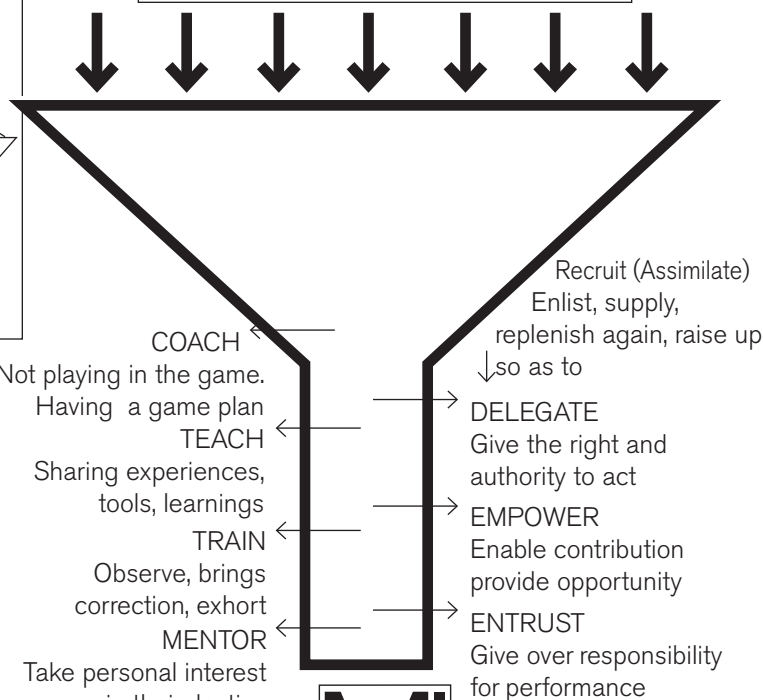
*That should tell you it is not un-Christian to stretch people but not abuse.

Overflow manifests:

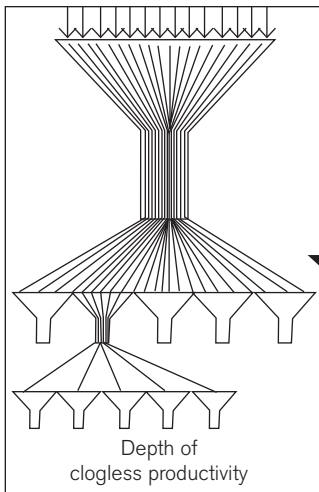
- Frustration
 - Stress
 - Anxiety, then Discouragement
 - Despondency
 - Despair
 - Demoralization
 - Depression (and 23 other 'd' words)
- all because of one BIG 'D' WORD DYSFUNCTION

A DYSFUNCTIONAL FUNNEL

FUNNEL OF SUCCESS



Matthew 25:14-30
The master entrusted His possessions. You were faithful in a few things... well done... I will put you in charge of many things or weeping and gnashing of teeth.



D

When you disciple more you can delegate more
As far as you can downline

D

When you delegate more you must disciple more
As far as you can downline



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LEARNING DISCIPLESHIP

Discipleship must include learning how to build God's kingdom business as well as the spiritual

Discipleship cannot be exclusively teaching God's people spiritual understanding. We must also disciple them on 'how to' work to build God's kingdom plans, to accomplish His mandates and prepare the way for future generations.

Discipleship must include both the comprehension and ability to apply the system of methods, processes and procedures through depth of teams to accomplish all of His mandates.

Discipleship must include God's spiritual precepts as well as God's precepts of learning His business.

Experience is the currency of leadership (*delegating*), only if we learn from it (*discipleship*). To whom much is given (*responsibility*) much more is required (*learning*).

How People Learn & Remember:

10% what they READ
20 HEAR
30 SEE
50 SEE & HEAR
70 SAY & WRITE
90 SAY & DO

teach them
to teach others
experience

You cannot progress from where you are
To where God wants you ---without learning more
The only way to keep pace with the aggressive plans of God is to establish a learning culture of continual deep and aggressive discipleship.
Accelerating depth of everyone learning
The only way to give God a steady compounding return on His greatest investment of all time is to have steady compounding learning

V [VISION]

Where God wants you to go. What you can envision from His direction. The accelerating mandates.

Luke 2:52 (NAS)
And Jesus kept increasing in wisdom and stature and in favor with God and men.

- Experience is valuable only if we learn from it. The greatest question leaders have is: "What did you learn?"
- Learning compounds just like money. Stop learning and it is like taking money out of an investment; That is all you will get. Flat line.
- Top secular corporations blow kingdom work away when it comes to discipleship. The best companies have a CLO – Chief Learning Officer. They ensure that everyone at every level in the organization is continually learning.
- Discipleship does not end with membership class. It is a life long process in which we never arrive.
- Teams are the primary discipleship unit. The majority of learning is obtained in team meetings: Learning other perspectives and how others think learning from the mistakes and/or successes of others learning 'how to' do and perfect the job description.
- God is a creator, builder, expander, innovator and enlarger. We better learn how to do those things to keep pace with him.

Where you are today.

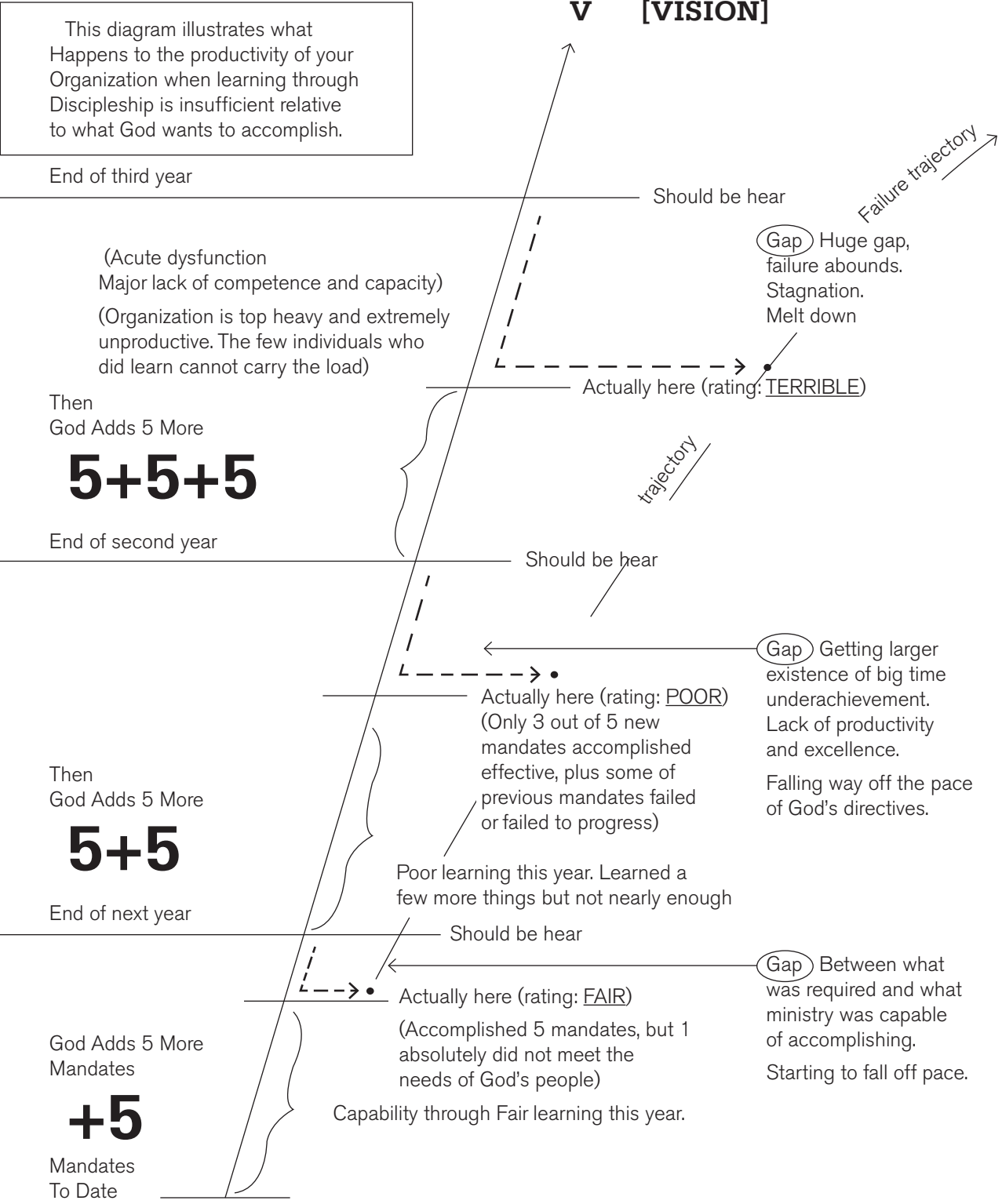
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DISCIPLESHIP LEARNING

The Higher we go with God –
The more we learn
that we do not know.

10

This diagram illustrates what Happens to the productivity of your Organization when learning through Discipleship is insufficient relative to what God wants to accomplish.



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Lack of Learning Trajectory LEADING CHANGE

Leading forward by generating dynamic change as God's critical change agent.

11

Leading Culture Change



A great leader was fellowshipping with his peers on the outskirts of a village in a mountainous region of a third world country. They were sharing their missions, visions, challenges, learnings, etc. Iron sharpening iron. They were also discussing their struggles, difficulties, temptations, weaknesses and ministering to one another.

At a certain point this great leader looked up and saw that his people had left the village and were climbing up a mountain, traversing the trail switch backs. Packed up and carrying all the gear they were moving out on their own to set up camp in the next village before sunset, ready to continue their mission at next daybreak. This leader turned to peers and stated, as he pointed to his people in the way up in the far distance, "I must go now, there go my people and I'm their leader".

Get a real picture of that. ← That is what you must develop. People moving out with the vision, while you are doing what you are called to do. Envision how great it would be to have to run to catch up with your people's progress!

Implicit in this ministry is a leader and his people operating, in this particular example, in a culture of commitment (vs. compliance), self initiative and ownership of the vision.

Implicit is the effective previously conducted discipleship of teaching and training of expectations and expertise on the part of the leader and the caring teachable spirit of the people. People receptive and desirous to change for added value for God; behaving as they know they will be held accountable by God.

Implicit is a relationship not dependent on reminding, coercing and helping with the doing. The people are well disciple and are taking the vision and climbing with it!

Leading Personal Change



The leader must first and foremost be the leader of himself.
The chief executive (CEO) of you.

The leader must judge himself rightly, both as God's spiritual as well as God's business leader. You cannot separate the two.

A leader must have maximum intimacy with God, to be disciple by God's word and spirit, to represent the kingdom and model how a kingdom leader functions. The leaders every step directed by God and outing asunder those things not of Him. A leader must judge his leadership progress in becoming puissant: powerful, mighty, able, sufficient, efficacious, masterful, respected. The leader exhibits the righteous application of all God's precepts.

A leader must also judge himself rightly as the leader of God's business; the one responsible to bring about maximum change to achieve his mandates, vision and mission by working the system.

A leader must thereby judge his proper positioning in the job description, the effective working of the processes, the refinement of his performance skills, all as required by the system. ← His passion for winning for God.

Leading Constructive Change



The leader's responsibility is to direct constructive change towards God's desired future. The leader never takes his eye off of what God wants. (Focus). The leader directs changes necessary (rescue and behaviors) to develop his team.

The leader changes the way the ministry functions by establishing the new system of methods processes and processes for maximum speed of learning, resulting in maximum competence capacity.

The leader models, instructs, trains and puts the requirement on his team to do the same in developing their teams, their by discipline change

The leader ensures continual changing, building, reinventing of the organization simultaneously with many teams vs. sequentially with just a few.

The leader changes the mindset of the ministry to that of true disciples of men discipline every individual, then generalists, then a succession plan and a lasting legacy.



PROCESS

The process by which we build,
establish what we build and obtain
precious riches

12

Proverbs 24:3-4(NAS)

Build An organization with power and impact and build effectiveness in meeting all the needs of all the people God sends.

Establish so as to continually build upon it for compounding increases; strength on strength; power on power.

Riches in bottom line results, favorable returns (ROI); quality of life, joy in working in relationship with God's great people.

PROVERBS PROCESS:

1: 5 (NAS) "A wise man will hear and increase in learning and a man of understanding will acquire wise counsel".

11:14 (NAS) "Where there is no guidance the people fail; but in abundance of counselors there is victory".

12:15 (KJV) "The way of a fool is right in his own eyes; but he that harkeneth unto counsel is wise".

15:22-23 (NAS) "Without consultation plans are frustrated, but with many counselors they succeed. A man has joy in an apt answer and how delightful is a timely word".

18:15 (TLB) "The intelligent man is always open to new ideas, in fact, he looks for them".

18:13 (TLB) "What a shame, yes how stupid! To decide before knowing the facts".

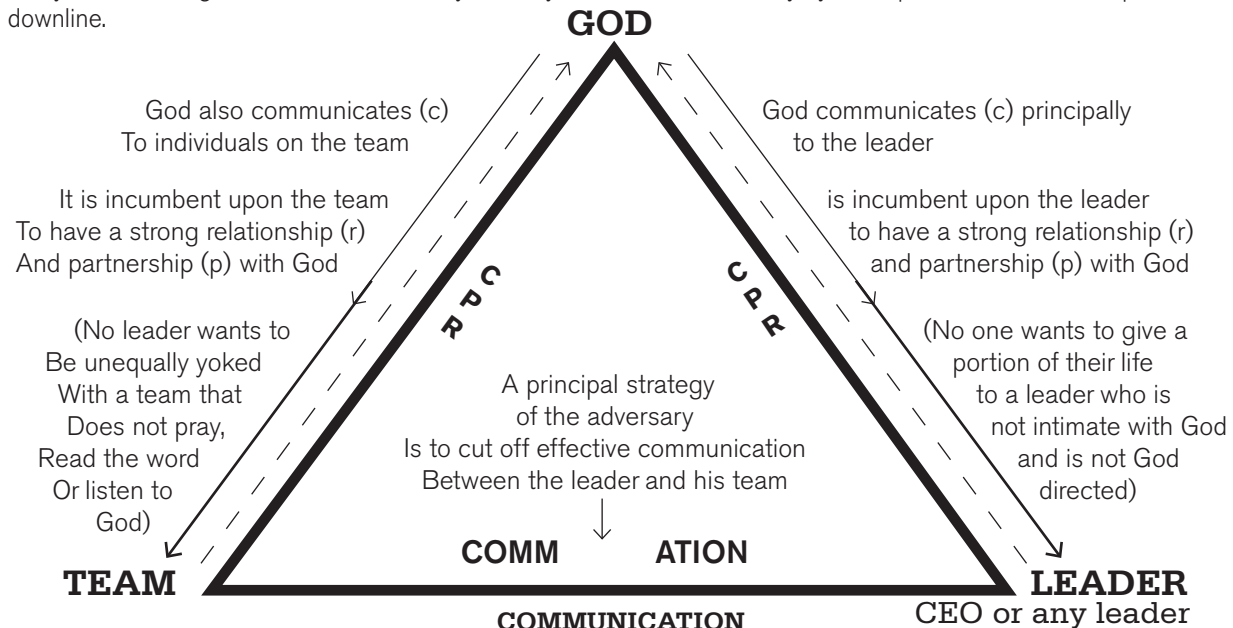
Empowerment Process:

Providing everyone an opportunity to contribute to the building and achieving of something of significance.

Eliciting contribution at every level, mining the rich deposit of wisdom, understanding, counsel and knowledge.

Total Involvement Process:

Everyone in the organization works this way at every level. Modeled initially by the top leaders and then replicated downline.



Must be kept strong. Only God directed and inspired communication eye ball to eye ball. Over 50% communication is body language. Cannot spirit storm with email.

RELATIONSHIP

Everything God does is through relationships. The leaders team is the primary building unit. Teams divide the effort and multiply the effect. It takes time, energy and skill to facilitate relationship.

PARTNERSHIP

Leader and team partner together for God, still maintain a chain of command of authority. The leader makes the final decisions. The leader gets all of the facts and takes the matters to God.



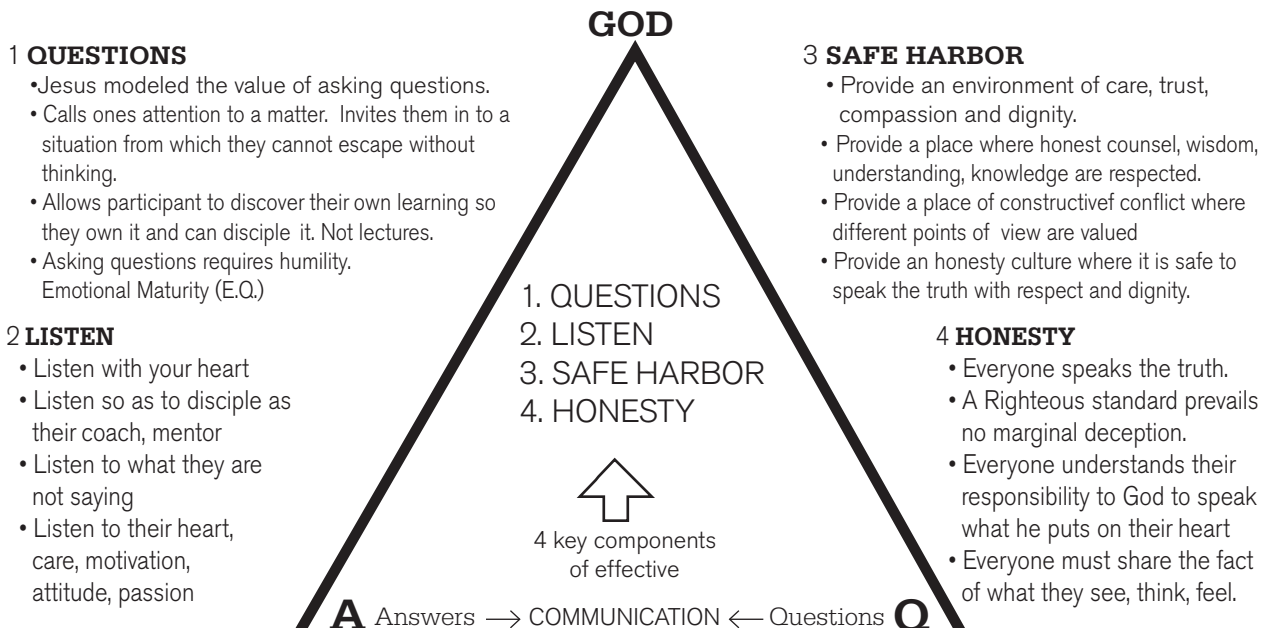
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PROCESS

The Process works in proportion to your level of commitment and skill in working it.

Principle Process Functions:

- Inculcate your culture, DNA and brand
- Establish the system of methods, processes and procedures
- Disciple, transform, add value and help everyone reach their destiny
- Build an efficient and effective organization through depth of teams
- Obtain freedom to be with God, family and stay strong in your calling.



1 QUESTIONS

- Jesus modeled the value of asking questions.
- Calls ones attention to a matter. Invites them in to a situation from which they cannot escape without thinking.
- Allows participant to discover their own learning so they own it and can disciple it. Not lectures.
- Asking questions requires humility. Emotional Maturity (E.Q.)

2 LISTEN

- Listen with your heart
- Listen so as to disciple as their coach, mentor
- Listen to what they are not saying
- Listen to their heart, care, motivation, attitude, passion

3 SAFE HARBOR

- Provide an environment of care, trust, compassion and dignity.
- Provide a place where honest counsel, wisdom, understanding, knowledge are respected.
- Provide a place of constructive conflict where different points of view are valued
- Provide an honesty culture where it is safe to speak the truth with respect and dignity.

4 HONESTY

- Everyone speaks the truth.
- A Righteous standard prevails no marginal deception.
- Everyone understands their responsibility to God to speak what he puts on their heart
- Everyone must share the fact of what they see, think, feel.

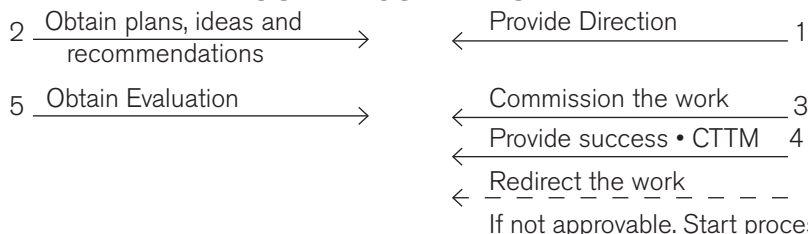
TEAM

Leader Servants

JOB DESCRIPTION

LEADER

Servant Leader



What does the leader learn from the team?

- FACTS (Micro) What they see, think, feel →
- PERSPECTIVE different points of view →
- BACKGROUND different life experiences →
- EDUCATION varying areas of learning →

What are the benefits of asking the team questions?

- They feel VALUE
- They have MOTIVATION
- They take OWNERSHIP
- They become an ADVOCATE
- They are contributing to something of great value – a critical need God placed in everyones DNA

What does the team learn from the leader?

- ← FACTS (Macro) What God is saying to us.
- ← MISSION/VISION What God told us to do and not do
- ← CODE OF CONDUCT Righteous standards. Integrity
- ← RESOURCES squandering God's provision. Facing reality

What are benefits of this discipleship process?

- They think like you do. Less parochial, more ministry wide
- They grow as leaders in this 'learning laboratory'
- Their plans hit the target better and better over time
- They become generalist leaders vs. specialists
- They are equipped with accelerated learning and become effective, skilled disciplers of future generations of leaders.

PROCESS @ WORK

Working the Proverbs process in real time
with real people on real issues for
real success

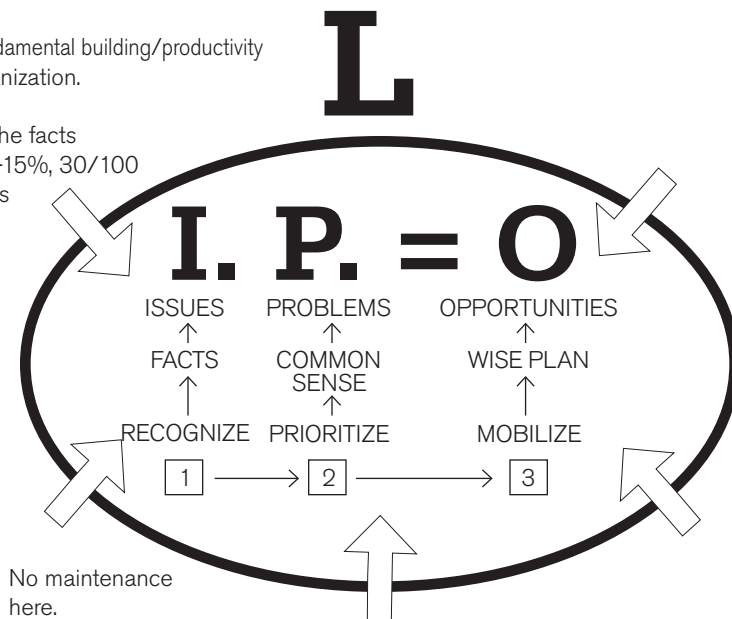
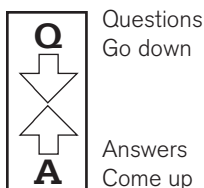
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Principle Leader Functioning:

- **Do Not Work Alone**
Teams are the primary, fundamental building/productivity unit in any effective organization.
- **Fact Finding**
The leader must obtain the facts [quantitative facts] IE 10-15%, 30/100
Key indicators of success [qualitative facts]
What people see, think and feel.

The leader is prayed up, with a protected anointing, relaxed and enjoying the meeting again.

The leader focuses on macro matters. What matters to God



KEY

L = Any Leader
Anywhere also a FACILITATOR

Making it easy for team to contribute by sharing what they see, think, feel and feel.



= TEAM MEMBERS
Contributing to God's work

Contributing: wisdom understanding, counsel and knowledge.

Providing solutions plans, ideas and recommendations

- **Facing Reality**
The leader must get the facts out on the table. Everyone facing the issues the facts represent.
The team is then positioned to change the issue into an opportunity.
The weight of the issue gets off the leader and on to the assigned 'point person' on the team.

Objective
Lead the entire organization from one team meeting

Stop having ad hoc meetings anytime
Someone needs attention, wants you to think for them or has a crisis
Simplify your life (5)

Meetings:
Conduct all matters with the team not individually with individuals

All learning is quadrupled (5x)
Vs. one person learning at a time.
Learning from the leader:
Modeling~ 'How to' run a meeting, give direction, evaluate, hold accountable, bring correction, handle conflict.
Learning from the team:
contributing~ successes, failures, perspectives, conflicting ideas, thinking, problem solving.

No maintenance here.
No Problem solutions
No long winded discussions

The Leader FACILITATES:

(partnership/relationship)

The facilitator of change from the stem word facile-make easy

Easy for everyone to contribute their individual likeness to Gods innovation creation, expansion applied to God's kingdom work.

- L** solicits wisdom/TM provides
- L** Poses questions/ TM answers
- L** Demands Facts/ TM presents
- L** Highlights issues/ TM faces reality
- L** Prioritizes problems/ TM thinks
- L** Directs changes/ TM changes
- L** Delegates/ TM create4s opportunities
- L** Focuses on priorities/TM works them
- L** Evaluates/ TM provides evaluation
- L** Coaches/ TM increases ability

The more issues the leader is in the right position to tolerate and lead a team to solve-
The more the success

I = Issues

The knowledge of recognized facts (key indicators: quantitative and Qualitative)
Which when faced the table are represented as issued

P = Problem

The understanding of the issue as a problem is obtained when prioritized to apply common sense to the cause and effect by the team

O = Opportunity

An opportunity ia created from an issue when A point person is mobilized to direct their team to apply wisdom to the development of a wise plan~thereby reinventing the ministry one issue after another



MINISTRY
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PROCESS @ WORK

Leaders structure their time, their focus, their organization and meetings by God's priorities.

PRIORITIES

Priorities are what God says needs the greatest amount of change

Initially, find in periods of very rapid acceleration, organizations will have more priority issues than the capability and capacity to turn them all into opportunities at the same time. When you really start to 'scratch and sniff' on key indicator facts your teams will become overwhelmed

FOCUS RELENTLESSLY ON THE MOST CRITICAL CHANGES FIRST

Every team works in/on priorities (Approx. 5) generalists can lead more priorities.

ORGANIZATION

Design your ministry organization by God's mandates

Stop dumping everything on the skeleton open of warm bodies
You manage to keep and train and dump everything on.

Organization Chart [To face reality on what is really needed]

1. A box for every function (every sub function of the main function needs a box)
2. A name in every box (every box must have a leader in it)
3. A team under every name (one is not leading without a team)

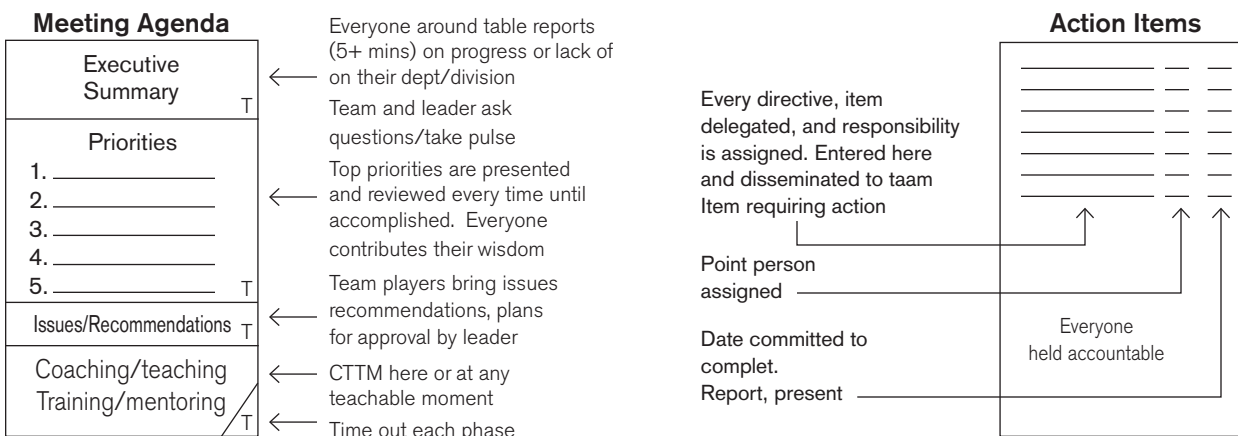
Organization Steps [To fill the empty boxes]

1. Top leaders on the highest priorities (promoted to most important mandates)
2. Utilization (The most effective stewardship of your current human capital)
3. High potentials (Seeking and place HI-PO's on a fast track into a position of productivity)
4. 20-80% principle (Get inactives (8-%) committed to service for God)

MEETINGS

Reinvent your ministry one effective meeting at a time

The two keys to effective team meetings are frequency and quality.
Cut out as many individual meetings as possible as rapidly as you can
Every meeting must focus on building effectiveness in meeting the needs of God's people



CLOSING CHARGE

Get the PRIORITIES FROM GOD (mountain)
Get the FACTS (knowledge)
Get the PLANS (wisdom)
Get the PEOPLE GOD SENDS (assimilation)
Get more LEADERS (leadership pipeline)

Get more COMPETENCE + CAPACITY (discipleship)
Get more TEAMS + TEAM LDERS (leadership engine)
Get DEPTH OF TEAMS (simultaneous productivity)
Get LEADERS OF MULTIPLE TEAMS (generalists)
Get more GENERALISTS (succession plan)

Get to WORK (lasting legacy)



DISCIPLING LOVE

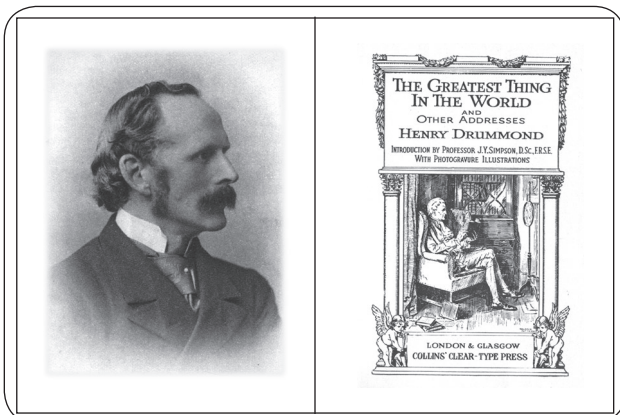
This system worketh but
without love it profiteth
you nothing.

16

After my father went home to be with the Lord in the late 1980's, I found a small and profound book among his possessions. Reluctantly, we never discussed the book. I should add, I did not take the opportunity to discuss many things with him I wish I had while he was still with us. That is a lesson in and of itself. Love them enough now to ask questions and pull the riches out of them

God instructed me to read a particular excerpt from that book at the end of the training workshops I conduct with new pastors, ministry and corporate leaders.

The Book --- a classic~ written by Henry Drummond, a minister in Great Britain in the late 1800's, entitles 'The Greatest Thing in the World.'

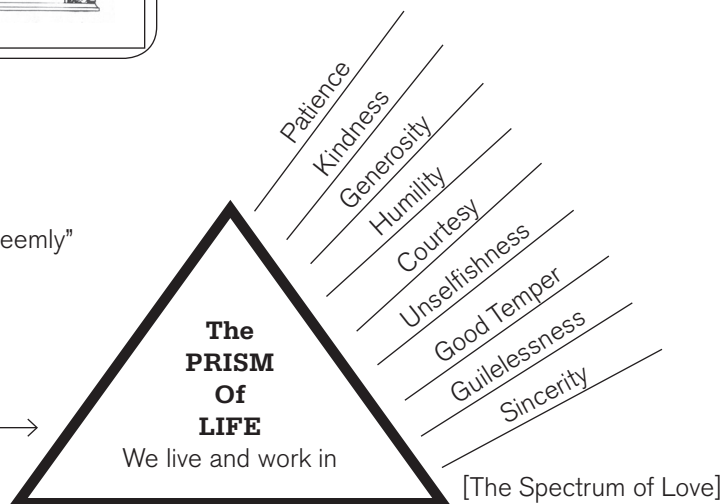


Henry Drummond pens in his work that love is a compounding thing. It is like light. Take a beam of light and pass it through a crystal prism and it refracts into the spectrum of the rainbow.

He writes, if an analysis of love were conducted, as the Apostle Paul did in 1st Corinthians 13, we would see the spectrum of love. The greatest thing~ love, if directed into the prism of the world's life we live and work in, it would refract into Paul's writing.

"Love suffereth long"
"and is kind."
"Love envieth not."
"Love vaunteth not itself,
Is not puffed up."
"Doth not behave itself unseemly"
"Seeketh not her own."
"Is not easily provoked."
"Thinketh no evil."
"Rejoices not in iniquity, but
rejoiceth in the truth."

LOVE →
1st Corinthians 13



The business of our lives is to have these fitted into our characters, that is the supreme work to which we need to address ourselves, to learn love.

That is the practice to which God appoints us character grows in the stream of the worlds life. That chiefly is where men are to learn love.

This Executive Instructors Guide and the entire Resource Collection and everything it espouses will profit you nothing and the cause of Christ nothing if you have not love

Love Faileth Not

The system worketh. The methods, processes and procedures worketh.

All of these ministry success tools worketh,
but without love they are just clanging symbols



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