

LEADERSHIP TEAM

Leadership Summit 2025

INTRODUCTION

Question: What is the purpose of a pillar?

The quality of our pillars impacts the accomplishment of our purpose

Three Assumptions

1. You've been given a seat at the table
2. You've been uniquely shaped for the season
3. You've got something to contribute

PILLAR ONE: Conviction

Serving with purpose and on purpose

Conviction seeks to answer the question: WHAT'S IMPORTANT?

- **The mission matters**

“The goal is more important than the role” - John Maxwell

- **Success in the mission matters more**
- **The next generation matters**

PILLAR TWO: Credibility

Acting in a trustworthy manner

This pillar seeks to answer the question:
Can we be trusted?

NOTES:

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- **Do you have credibility with the people you serve?**

Without credibility, the team will not have the confidence of others lead or to enact needed change

- Do you have credibility with the people you serve with?

PILLAR THREE: Courage

What courage can look like for a team:

- **Courage:** Sometimes trying something new, sometimes sticking with it and seeing it through
- **Courage:** Confronting the reality of situation you are in
“You absolutely cannot make a series of good decisions without first confronting the brutal facts.” Collins
- **Courage:** Making a difficult decision that is not always a popular decision

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A willingness to ask questions and explore possibilities

CONSIDER: Deferring to what we've always done is an abdication of leadership!

One way to facilitate this is to
“Lead with questions, not
answers” – Good to Great, Collins

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Defining issues: what is the question that needs to be answered?

Are we asking the right questions?

Letting curiosity inspire creativity!

Need fresh experiences and outside voices

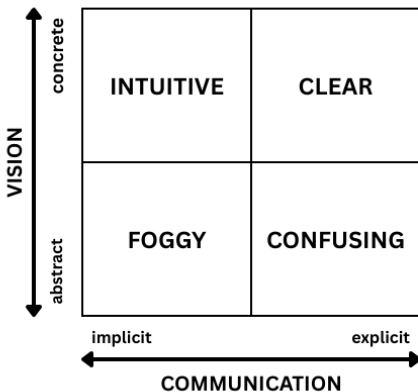
PILLAR FIVE: Clear Communication

Being open, honest, and transparent
Keep it simple, keep it clear

Keep it simple, keep it clear

Within the team and with the organization

Requires intentionality and effort



Hyatt: "Clarity creates connection"

NOTES:

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Do we know what we are trying to say?

Abstract or concrete

Fleshing out our ideas: “The Word became flesh”

External and Internal Processors

External Processors:

Pause and Print

Internal Processors:

Voice and Value

Do we know how we are saying it?

Implicit or explicit

Three questions for good communication:

- Is our communication consistent?
- Is our communication timely?
- Is our communication connecting?

Next Steps

Take time to reflect on the leadership team you serve on and rate yourself on a scale of 1-5 (one being poor and five being excellent) when it comes to each of these pillars.

What is one thing will you work on over the next three months to improve your capacity in this area?

Resources

Collins, Jim

Collins, Jim & Jerry I. Porras

Hyatt, Michael

Lencioni, Patrick

Lencioni, Patrick

Maxwell, John C.

Good to Great

Built to Last

The Vision Driven Leader

The Advantage

Death By Meeting

The 17 Indisputable Laws of Teamwork

NOTES:

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