

5 Stewardships of a Great Team Leader

By James Dyke

THE HIGH CALLING of management challenges us to exercise our leadership as a stewardship of God's most highly-valued creation—people.

How do you do that? Use these five P's to guide your team leadership...

1. PILOT Their Project

A team will flounder and drift without leadership. Yes, it is true that high-performing teams are marked by shared leadership. But that only develops over time! In the initial stages of formation and

development, even high-performing teams need a clear leader. You will need to establish well-defined goals and keep your team on course with a workable plan, regular benchmarks for progress, mutual accountability, and flexible coordination.

2. PORTION Their Tasks

A team leader is like the coach of a professional athletic team. It's up to you to assign your "players" to team roles that maximize their abilities and strengths, but minimize their weaknesses and limitations. If

their work is too much for them to handle, frustration and failure result. If their work is too limited, boredom and apathy set in. So tailor their job responsibilities to give them just enough challenge to engage their interest and inspire their growth.

3. PROVISION Their Work

Anyone in the armed forces will tell you—logistics is king! It's also true in the workplace. Oversee logistical support for your team—make sure they have the resources they need to do their jobs well. Run

4. PROTECT Their Morale

Demonstrate high regard for each team member. Treat everyone with respect and courtesy. Establish an atmosphere of clear, honest, and open communication. Be a good listener. Don't keep your people in the dark. Offer abundant praise, affirmation, and appreciation—in private and in public.

5. PROMOTE Their Interests

Encourage their personal growth and professional development. Whenever appropriate, design their work assignments to contribute to their career paths and vocational goals. Champion their successes and help them gain visibility with higher-ups. Help them obtain raises and promotions. Their success will give you the reputation of a "career catapult" and word will spread quickly about how great it is to work for you. That's a reputation that will help you as well—you will end up getting your pick of the best people and the choicest assignments.

Jim Dyke is President/CEO of Corporate Leadership Initiatives, Inc. and Founder/Director of The Center for Leadership Impact (CLionline.com). He's a graduate of the ELP and a member of CMA's Management & Leadership Section Resource Commission. Contact him at DoctorJamesDyke@cs.com.



For additional reading, go to CMAonline.org/mrc and click on "Christian Management Report." Then click on "February 2006" and enjoy reading the article by Nancy Olsen, "The Ten-Step, One-Day Strategic Plan."

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Bill James

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