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LS 617 Leading through Time of Crisis

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1. What is the biggest challenge you have encountered as a leader (in your church or work organization) and what made it difficult?

I am currently the Associate Pastor of the church that I am attending; I have been a member of this church for more than 50 plus years. I was called to ministry 10 years ago and have served in many aspects of this church. One ministry that I organized was a senior ministry which we named Senior Serving the Savior or the (3SSS). This organization has been in existence for the past 3 years and just recently celebrated 3 years of ministry. The question is asking, what is the biggest challenge that I have encountered as a leader and what made it difficult? As a leader the one thing that I faced is being the younger person in the 3SSS ministry, the lack of respect I received from my senior members, so how can you be respected and give respect as a leader. Respect and Leadership go together. You can't have one without the other. Therefore, it is important to know how to gain respect and to maintain morale with good leadership skills. The first and most important area of leadership is to show others respect and to gain respect. With respect you can get others to follow you. Getting people to follow you willingly is a key point to leadership. People want to be part of something special. If people admire you, they will think that you have something special to offer and will be much more willing to lend a hand. Respect and Leadership (2008) Respect is earned. It is not given freely. This statement has been the reason that so many people hold back respect. The truth is that it is important to show respect whether the person deserves it or not.

Keep the right people, if you get the right persons; make some effort to hold onto them. The most important part of any organization are the people. Good leadership needs to know who are the right people and then make the ministry environment conducive to keeping them around. So many people think that leading is resting on your laurels and giving out orders. The great

leader will work harder than everyone else, longer than everyone else, and care more than anyone else. If you do not exhibit these qualities, you should not be in leadership. Respect and leadership work together. Think about every small thing you do. Will people admire you for your actions? If you are not admired or respected, your leadership will be weak and performance will suffer. All great leaders convey, with enthusiasm and optimism, goals and they do it with utmost respect for those around them. Leaders that know how to give the utmost respect will get much more loyalty and performance from church members.

2. What did you do well in the face of this challenge?

In order to achieve the challenges in the above question research of leadership had to be explored; Riggio (2016) such information as Positive Role Model, great leaders are people with the skills, commitment, and character that we want to emulate. The very best lead by example and aren't afraid to roll up their sleeves and work side-by-side with followers. Alexander the Great was a successful military leader who was beloved and respected by his troops because he led the charge into battle. Being a positive role model also means being an ethical and responsible leader – doing the right thing and having good character. Optimistic and Inspirational. Great leaders have a positive, “can-do” approach that helps to inspire and motivate followers. One problem we often see in U.S. politics is negative campaigning/mudslinging. Rather than focusing on a positive, inspirational future, poor leaders use fear tactics and focus on their opponent's negatives. This is a no-win situation when both sides do it, as voters feel like they have to choose the “lesser of two evils.” True Concern for Followers. Truly great leaders develop their followers' leadership capacity. They share and “co-create” leadership with followers. You can't do this if you don't listen to followers and have a genuine concern for their needs and welfare. The very best political leaders try to reach out to ALL constituents, unifying, rather than dividing them. Challenge, and Support. The very best leaders don't coddle followers, but challenge them to get engaged, be innovative, take risks, and together – leaders and followers – are able to achieve extraordinary results. Setbacks or errors are used as positive learning experiences to make the team better. Humility. Don't get me wrong, great leaders have high levels of self-confidence and are able to self-promote, but the very best leaders possess an important form of humility that helps make them truly great. This humility is the ability to admit when you make mistakes, and, importantly, to learn from mistakes. This requires seriously

listening to followers and seeking their feedback. This humility keeps the leader on the right path. Great leaders build bridges, not walls. They do the right things. They don't abuse or "damage" followers in the process. They unite, not divide. And, they leave the followers and the team/organization/country better off than when they began to lead.

3. What did you learn about yourself from this experience?

My research took me to the article by Ravin Gandhi that I related to in order to examine what I had learned about my experience, Gandhi (2016) take the time to build your understanding of each person's preference so that you can meet their needs. If you would like to become a successful leader, Develop leadership skills and gain the confidence you need to step up to a leadership role be decisive A reality for any leader is that many people need decisions from you, and if you can't make them quickly your organization is going to suffer. Get high-level summaries, weigh the options and then make the call. Don't agonize, over analyze or second-guess yourself. Many times, no decision is worse than a wrong decision because inaction paralyzes staff, prevents progress and destroys morale. Embrace change. Gandhi (2016) as a leader it's your job to drive change, not avoid it. Why? Because technological innovation can turn multi-billion dollar industries upside down overnight, and if you're too set in your ways, you won't see it coming. A big part of "seeing around corners" is being proactive about change when things are working well before problems actually arise. A big part of "seeing around corners" is being proactive about change when things are working well before problems actually arise. Gandhi (2016) be inspirational. When the going gets tough, people need to feel that everything is going to be OK. They inevitably look to their leaders for motivation and encouragement. Leaders need to project hope and positivity, while keeping the organization focused by combating weakness, negativity and mediocrity. Trust your talent, be bold and people

will line up behind you. Gandhi (2016) be empathetic. When I deal with a difficult conversation or negotiation, I try to place myself in the shoes of the other person. Having empathy is crucial to leaders, because we are constantly dealing with people management and communication. When you are able to see things as the other person does, you're much likelier to come up with a solution that the other person is invested in. I will type up a draft response that may be aggressive and sharply worded. But I don't send it. I sleep on it, and the next day I usually find my response was driven by negative emotion and not appropriate. Your mood has a huge impact on your judgment, and as a leader it's your responsibility to manage your emotions mindfully. Be persuasive. Martin Luther King Jr. said, "A genuine leader is not a searcher for consensus but a molder of consensus." Effective leaders aggressively sell their vision, and win over naysayers with substance and character. Remember, your job isn't to please everyone -- it is to get the job done right, even if that ruffles some feathers. Celebrate positive results and have a concise message about why your path is the right one. Seek out advice. Anyone who says they have all the answers is deluded or dishonest. Leaders know good advice is worth its weight in gold and actively seek it out. Cultivate a group of people who know you well, including perhaps a spouse, mentor or trusted friend. These people can be insightful in pointing out a blind spot in your thinking, especially when they are not part of your everyday decision-making process. Never stop learning. John F. Kennedy said, "Leadership and learning are indispensable to each other." Reading about subjects outside of your day-to-day experience spawns creativity and new ideas that are crucial to leadership. Personally, I try to read 30 to 40 books per year, because it simply makes me smarter. I gravitate towards biographies, novels, and political or science non-fiction, but let your own curiosity guide you. Beware of experts. When you're in charge of an organization, it's highly likely a bevy of consultants are trying to get to you. Always be cautious

when someone is looking to convince you that they know how to run your business or enterprise better than you. Most “experts” can only tell you the safe ways things have been done in the past but are not helpful about what is the most important: the future. Trust your instincts, not people who are trying to sell you their services. Be authentic. As time goes on, some leaders develop an artificial public persona which they believe is more “leader-like.” This is a huge mistake. Leaders can be introverts, extroverts, funny or serious, but to truly win respect you have to be authentic. Never waste time trying to be someone that you’re not, because it’s a recipe for failure. Walk the walk. People may listen to what you say, but you can bet they’re much more focused on what you do. Leaders who talk a great game but don’t follow through are destined to fail. Leadership is about results, and you had better bring them in spades. Always have a plan, and ensure you are constantly moving the ball towards the goal. It’s not about you. It can be intoxicating to be in charge of a large organization, but don’t drink the Kool-Aid and believe all the nice things people may say about you. Leadership is about bringing the best out in others, not building a narcissistic cult of personality. Stay humble, and never lose touch with the most important individuals: the people who follow you and make you succeed.

4. Which one of Bill George’s “7 Lessons” has impacted you the most? Why?

In ministry there is no short team ministry you are in it for the long haul if you are in leadership. George (2016) thing Will Get Worse it states that when you find yourself getting into crisis, it is human nature to think things couldn’t get any worse. Trust me, things could get a lot worse. More often than not, the situation deteriorates before it gets better. With this insight this give me that when crisis come up I could get worse and get prepare for it. Another point this

chapter points out is Crises Have Long Roots George states in his book Leaders often fail to see the crisis coming. Rather than acknowledging they should have recognized the signals in time, they blame external events things outside their control. Many behave as if the crisis came out of nowhere or was an act of God. The points in this chapter helped me to see that crisis come in all ministries.

References

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