

The Principles 360° Leaders Practice to Lead Across

“Follow me; I’ll walk with you.”

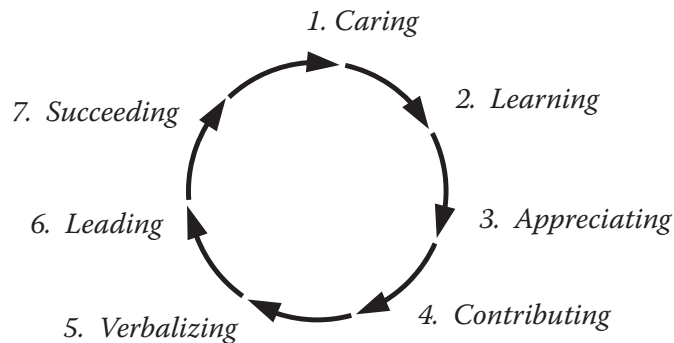
“Then Barnabas departed for Tarsus to seek Saul. And when he had found him, he brought him to Antioch. So it was that for a whole year they assembled with the church and taught a great many people.”

Acts 11:25-26

Leaders who work really hard and exhibit very high competence can influence those above them. So in that respect, they become leaders of leaders. But leading peers is another kind of challenge! To succeed as a 360° Leader who leads peer-to-peer, you have to work at giving your colleagues reasons to respect and follow you. If you want to gain influence and credibility with people working alongside you, there are principles that must be followed. Let’s discuss them in this lesson.

1. Understand, Practice, and Complete the Leadership Loop

Take a look at the following graphic, which will give you an idea of what the leadership loop looks like:



Here are the steps:

1. *Caring* – Take an _____ in people
2. *Learning* – Get to _____ people
3. *Appreciating* – _____ people
4. *Contributing* – Add _____ to people
5. *Verbalizing* – _____ and _____ people
6. *Leading* – _____ people
7. *Succeeding* – _____ with people

*“Great leaders don’t use people so that they can win.
They lead people so that they all can win together.”*

– John C. Maxwell

Biblical Case Study: Joshua (Joshua 24:29-31)

In every phase of his life, Joshua was faithful in the assignment given to him. While today we consider Joshua an exceptional leader, nowhere does Scripture describe him as a man of extraordinary might, intellect or talent. But he became an outstanding leader because he gained influence as he faithfully served and added value to those above him, beside him and below him. He was on a lifelong journey of growth as a leader. Under his leadership, the people of Israel entered the land of promise. The Bible records that *“Israel served the Lord all the days of Joshua.”* Joshua 24:31. He practiced the leadership loop.

Discussion:

- Do you express and show your appreciation and respect for your co-workers? Explain.

2. Put “Completing” Fellow Leaders Ahead of “Competing” with Them

There is nothing wrong with competition. The problem with many leaders is that they end up competing against their peers in their own organization in a way that hurts the team and them. You want to compete with your teammates in such a way that you are actually completing them. The list below will help you determine if you are *competing with* or *completing* your co-workers.

Competing vs. Completing

Competing	Completing
Scarcity mind-set	Abundance mind-set
Me first	Organization first
Destroys trust	Develops trust
Thinks win-lose	Thinks win-win
Single thinking	Shared thinking
(My good ideas)	(Our great ideas)
Excluding others	Including others

The bottom line is this, the success of the whole team is more important than any individual wins. Winning at all costs will cost you when it comes to your peers. If your goal is to beat your peers, then you will never be able to lead across with them.

Biblical Case Study: The Disciples of Christ (Mark 9:33-37; Luke 9:46-48; Acts 3:1-10)

The four Gospels give many examples of the rivalry that existed between the disciples. Several of them seem to be involved in a never-ending campaign to be seated at the right hand of Jesus in His future Kingdom. Interestingly, following the death and resurrection of Christ and the outpouring of the Spirit at Pentecost, a major change takes place. Intense competition is replaced with a passionate commitment to teamwork as the disciples work together to fulfill the Great Commission.

Discussion:

- How do you balance healthy competition with a strong commitment to serve and add value to your peers?

3. Be a Friend

Poet Ralph Waldo Emerson wrote, *“The glory of friendship is not in the outstretched hand, nor the kindly smile, nor the joy of companionship; it is in the spiritual inspiration that comes to one when he discovers that someone else believes in him and is willing to trust him.”* Friendships are important because...

- Friendship is the _____ of influence.
- Friendship is the _____ for success.
- Friendship is a _____ in the storms of life.

Make it your goal to be a friend, not find a friend. Here are some steps:

1. Be a great _____.
2. Be _____.
3. Have a sense of _____.
4. Find mutual _____.
5. Tell the _____ when others don't.

Biblical Case Study: Jesus and His Followers (Matthew 11:28-30, 14:13-16, 17:14-21)

Jesus was and is the perfect friend. He said, *“No longer do I call you servants, for a servant does not know what his master is doing; but I have called you friends, for all things that I heard from My Father I have made known to you.”* (John 15:15)

Jesus built friendships by:

- Putting the needs of others ahead of His own needs
- Taking risks while serving others
- Being a good listener
- Speaking the truth in love
- Initiating servant ministry to others
- Teaching servanthood by example
- Walking slowly through the crowds

Discussion:

- What mutual interests do you have with your current co-workers?
- Are you building friendships with them?

4. Avoid Office Politics

Office politics is when you change who you appear to be or what you normally do to gain an advantage with whoever currently has power. Political people in the work environment are unreliable and opportunistic, doing anything in the moment to win, regardless of what's best for their peers, their employees, or the organization. There seem to be two ways to get ahead in an organization – politics or production. Note the differences:

People Who Rely on Production

People Who Rely on Politics

Depend on how they grow

Depend on who they know

Focus on what they do

Focus on what they say

Become better than they appear

Appear better than they are

Provide substance

Take shortcuts

Do what's necessary

Do what's popular

Work to control their own destiny

Let others control their destiny

Grow into the next level

Hope to be given the next level

Base decisions on principles

Base decisions on opinions

Here are some safe guards against falling into the trap of playing politics:

1. Avoid _____.
2. Stay away from _____.
3. Stand up for what is _____, not just for what is popular.
4. Look at all _____ of the issues.
5. Don't protect your _____.
6. See the _____.
7. Always tell the _____.

Great people talk about ideas, average people talk about themselves, and small people talk about others.

Biblical Case Study: Haman (Esther 5:9-14)

The evil Haman plotted the destruction of the Jews. He was willing to play dirty politics at their worst in order to gain an advantage over the Jewish leader, Mordecai. Ultimately, his scheme backfired on him. Note the characteristics of this out-of-control leader:

1. He misunderstood the _____ of his leader.
2. He lost _____ over little problems.
3. He was desperately _____.
4. He burned with _____.
5. He would do _____ to win.
6. He listened to the _____ people.
7. He thought too _____ of himself.
8. He _____ what he sowed.

Discussion:

- Consider an issue that is currently up for debate at your organization. Are you willing and able to see all sides of the issue?

5. Expand Your Circle of Acquaintances

Expanding your circle of acquaintances may be uncomfortable, but it can do a lot for you. It will expose you to new ideas. It will help you see things from a different point of view, which will often help you generate new ideas of your own. It can help you learn new working methods and become more innovative.

Here are some suggestions for expanding your circle of acquaintances:

1. Ask your friends to introduce you to their _____.
2. Connect with people who have _____ in fields other than yours.
3. Go out of your way to meet people who have _____ different than yours.
4. Expand beyond your personal _____.
5. Extend beyond your _____.

Biblical Case Study: Peter and Cornelius (Acts 10:1-35)

While the apostle Peter knew that Jesus had told him to go into the entire world and preach the gospel to all people, he still had trouble speaking to a Roman centurion named Cornelius. Peter had to step out of his comfort zone and expand beyond his prejudices in order to connect and minister to a person in spiritual need. The result was salvation for Cornelius and his household. This encounter radically expanded Peter’s ministry and strengthened his influence.

Discussion:

- What steps can you take to get out of your comfort zone and meet new people?

Two other principles for building influence with your peers:

- Let the best idea win. Resist the temptation to fight for your own idea when it’s not the best idea.
- Don’t pretend you are perfect. Admit your faults, ask for advice, and learn from others.

Assessment and Application

Assessment:
Review the lead-across principles in this lesson. Which of these principles do you habitually apply? With which of these principles do you need improvement?

Application:
List three steps you can take to gain more influence with your peers.