

# The Principles 360° Leaders Practice to Lead Down

*“Follow me; I’ll add value to you.”*

*“Follow Me, and I will make you fishers of men.”*  
Matthew 4:19

Because effective 360° Leaders lead through influence, not position, they invest time and effort to earn influence with their followers just as they do with those over them and beside them. At the heart of this approach is the desire to add value to those they lead. The 360° Leader helps those below him or her discover and reach their potential. This lesson covers several principles to follow in this process.

## 1. Walk Slowly Through the Crowd

Relationship building is always the foundation of effective leadership. One of the best ways to relate to your people is to approach your task informally. When you see people in the parking lot or in the hallway, stop to chat with them. Arrive early for meetings and spend time talking informally with your team. Always ask about their families.

To help you develop this skill successfully, here are a few suggestions:

1. Slow down. To connect with people, you must travel at their \_\_\_\_\_.
2. Express that you care. Offer words of \_\_\_\_\_.
3. Show interest in their personal lives. Don’t see them as employees only, see them as \_\_\_\_\_.
4. Pay attention when people start avoiding you. \_\_\_\_\_, not distance, is what separates us.
5. Tend to the \_\_\_\_\_, and they will tend to the business. Leaders who tend only to business often end up losing the people and the business.

### **Biblical Case Study: Jesus and Four Fishermen (Matthew 4:18-25)**

Jesus understood the vital importance of building a great team. In the course of His everyday world, He took time to talk with people. As He walked beside the Sea of Galilee, Jesus noticed four busy fishermen. What happened?

- He engaged them in conversation using language they understood.
- He expressed interest in seeing them reach their full potential.
- They became four key leaders in His inner circle.

### **Discussion:**

- Is anyone on your team avoiding you?
- How can you re-connect with them?

## 2. See Everyone as a “10”

The 360° Leader respects and values people—leaders, peers and followers. The optimistic, uplifting attitude of an effective leader creates a positive working environment where everyone on the team has a place and purpose – where everyone shares in the win. If you want to be highly effective in building up people and encouraging them to reach their full potential, here are some suggestions:

1. See their potential—who they can \_\_\_\_\_.
2. \_\_\_\_\_ in them.
3. Commend them for even small \_\_\_\_\_.
4. Build them up by \_\_\_\_\_.
5. Treat them with \_\_\_\_\_ and \_\_\_\_\_.

### Biblical Case Study: Samuel and David (1 Samuel 16:1-13)

Even though David’s parents, brothers and King Saul did not see David as possessing leadership potential, Samuel saw him as a “10.” David’s friend, Jonathan, also gave him the “10” treatment. When all others saw David as only a shepherd boy, Samuel and Jonathan saw him as the next king of the nation! They saw his potential, encouraged him, and treated him with honor and respect long before he wore kingly robes.

#### Discussion:

- What potential do you see in your team? Who do you envision them becoming?
- How can you encourage them in their potential?

## 3. Develop Each Team Member as a Person

When you *equip* people, you teach them how to do a job. When you *develop* people, you are helping them to improve as individuals. You are helping them acquire personal qualities that will benefit them in all areas of life, not just their jobs. Here are some keys to developing people:

1. See \_\_\_\_\_ as a long-term process.
2. Discover each person’s \_\_\_\_\_ and desires.
3. Help each person discover his \_\_\_\_\_.
4. Lead everyone \_\_\_\_\_.
5. Model good \_\_\_\_\_.
6. Provide leadership \_\_\_\_\_ and resources.

The Law of Process in *The 21 Irrefutable Laws of Leadership* states: “Leaders develop daily, not in a day.”

**Biblical Case Study: Paul and Timothy (Acts 16:1-5; 1 Timothy 1:1-20)**

Paul followed a long-term process of development with Timothy. He provided the following for Timothy:

1. \_\_\_\_\_ on a regular basis.
2. An \_\_\_\_\_ of effective leadership.
3. Opportunities for on-the-job \_\_\_\_\_.
4. \_\_\_\_\_.
5. \_\_\_\_\_.

**Discussion:**

- What are several steps you can take to develop your team?

**4. Place People in their Strength Zones**

In *The 17 Indisputable Laws of Teamwork*, the Law of the Niche says, “All players have a place where they add the most value.” John Maxwell adds, “The number one reason people don’t like their job is that they are not working in the area of their strengths.” Successful leaders find the strength zones of the people they lead. Here are a few suggestions for placing people in their strength zones:

1. Provide \_\_\_\_\_ for self-discovery.
2. Give them the right \_\_\_\_\_.
3. Identify \_\_\_\_\_ they need to improve.
4. Provide \_\_\_\_\_ to improve these skills.

If you don’t place people in their strength zones, you are making it almost impossible for them – and you – to win.

**Biblical Case Study: King David (1 Chronicles 18:14-17)**

David understood that he was a steward of the gifts and abilities of the people around him. He placed individuals in appropriate jobs according to their strengths: Joab led the army; Jehoshaphat was the recorder; Shavsha served as the scribe; and so on. David knew he could multiply his accomplishments by placing his associates in the right roles. How did he do it?

1. He knew the keys to their heart.
2. He knew the gifts in their possession.
3. He knew the opportunities in their pathway.

**Discussion:**

- Are your team members serving in their strength zones?
- What steps can you take to move them to their strength zones?

## 5. Model the Behavior You Desire

You will reproduce what you are, not what you want! Leaders need to be what they want to see in their followers. Here's how this works:

1. Your \_\_\_\_\_ determines the culture of your organization.
2. Your \_\_\_\_\_ determines the atmosphere.
3. Your \_\_\_\_\_ determine the decisions.
4. Your \_\_\_\_\_ determines the return.
5. Your \_\_\_\_\_ determines the trust.
6. Your \_\_\_\_\_ determines the productivity.
7. Your \_\_\_\_\_ determines the potential.

Followers tend to become like their leaders. If you don't like what your people are doing, first take a look at yourself.

### Biblical Case Study: David's Inner Circle (2 Samuel 8:15-18)

Almost everyone knows that David, the shepherd boy, killed a giant and later became King of Israel. What many don't remember is that in the years before he ascended to the throne, David gathered warriors and created an army. Just like himself, many of David's men became giant killers. Leaders can reproduce only what they have become themselves. The Law of Reproduction in *The 21 Irrefutable Laws of Leadership* says, "It takes a leader to raise up a leader." We teach what we know, but we reproduce what we are. Consider the following truths about leaders:

- It takes one to know one.
- It takes one to show one.
- It takes one to grow one.

### Discussion:

- What plan do you have to continue to grow as a leader and to grow other leaders?

## 6. Transfer the Vision

A 360° Leader will rarely be the inventor of the vision, but he or she is almost always involved in communicating it to their team. Here are suggestions for how 360° Leaders interpret the vision of the top leaders and fire up their teams to accomplish the dream.

1. Present it \_\_\_\_\_ and concisely.
2. Connect it to past, present and \_\_\_\_\_.
3. Explain the \_\_\_\_\_ of the vision.
4. State the specific \_\_\_\_\_ to be reached.
5. Present it as a \_\_\_\_\_.

6. Put a human face on a challenging vision by telling \_\_\_\_\_.
7. Communicate with \_\_\_\_\_.
8. Share it \_\_\_\_\_.

### **Biblical Case Study: Nehemiah and the Wall of Jerusalem (Nehemiah 2:5-20)**

Nehemiah took three days to size up things in Jerusalem before he spoke to the Jews, the officials, the priests and the nobles about the vision to rebuild the wall of Jerusalem. He explained the why of the vision before the what of the vision. He provided the following reasons to get his colleagues to embrace the vision:

- He was committed to lead the project.
- He knew what it would take to get the job done.
- The present situation was a reproach to “our people.”
- The ruined walls could not protect anyone.
- Some resources had already been committed.
- The Lord had promised “to help us.”

#### **Discussion:**

- How do you communicate the top leader’s vision to your team?
- What stories do you use to put a face on the vision?

### **7. Reward for Results**

Whatever actions are rewarded will get repeated. That is why it is important for leaders to reward positive actions and results. When you reward results, you inspire your people to work hard and to feel better about their job. To reward results effectively, follow these principles:

1. Give \_\_\_\_\_ publicly and privately.
2. Give more than just \_\_\_\_\_. Talk is cheap.
3. Don’t \_\_\_\_\_ everyone the same.
4. Give rewards other than \_\_\_\_\_.
5. \_\_\_\_\_ when possible.

### **Biblical Case Study: The King Honors Mordecai (Esther 6:1-14, 8:1-2)**

In the book of Esther, chapter 6, we read that the king could not sleep. He asked that a history book be brought to him to read. He discovered that Mordecai had twice protected the king from destructive leaders. The king immediately took steps to privately and publicly honor and reward Mordecai. Mordecai reaped the benefits of a track record that showed him to be a leader who could be trusted.

#### **Discussion:**

- Have you recently complimented one of your team members?
- Did you do so publicly and privately?

### **Assessment and Application**

#### **Assessment:**

Of the seven principles in this lesson, which one is your strongest? Which one is your weakest?

#### **Application:**

Name three steps you can take to become more effective in leading your team.