

Point of View



A LEADERSHIP COMMENTARY ON LIFE TODAY BY BOB SHANK

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Dear Marketplace Friend,

A day late? No; I was practicing what I preach, and catching some Sabbath time while the world around me celebrated Labor Day.

Wasn't Sunday my Sabbath? Not this weekend; I was in San Diego, preaching Saturday night/Sunday morning, for a friend. I worked so others could Sabbath; yesterday, I shut it all down and spent some great time with God, and me, and Cheri, and our kids and grandkids. Batteries are full...

Labor Day is great; it celebrates the folks who live in the lower floors of the organizational pyramids, where they punch clocks and produce products or provide services. But, I wonder: *when is Leader Day?*

The pyramid recognizes workers as crucial – and, the majority. The same diagram establishes the intermediaries – the managers – who are positioned to execute leaders' strategies and supervise workers' efforts. The top floors of the organizational pyramid are the environment for leaders, where vision (*where are we going?*) and strategy (*how will we get from here, to there?*) are the prime deliverables.

In Worker Land, time is money. Every hour spent in the enterprise is monetized at a fixed level; all hours are

equally compensated. Saving time through automation happens down on that ground-floor level: the calculation is pretty impersonal. How much does it cost to automate? How many hours will it relieve? How long will it take to repay the capital outlay, and begin to produce a monetary return? That formula – processed in Manager Land – buys sophisticated machines and down-sizes flawed workers.

Up in Leader Land, time is not money: vision and strategy are the unique contributions made by the top-tier players. For them, producing visible products or services is a distraction from their most crucial activities. Show me an enterprise where the leaders are laboring alongside the managers, and I'll predict the demise of the company vitality. Nothing deflates the value of an initiative more than a leader dragged into management, a role he/she plays poorly... while leaving the movement leaderless.

It's sad when a hard-working leader is praised for his/her dedication (*because they are "working alongside the team"*) but the effort is hungry for their delegation.

Leaders can be *physically present*, but *missing in action* because of the false-efficiency of *laboring* instead of *leading*...

If any of that rings true, it's because... it is! God designed followers to follow; He made managers to manage... and, not surprisingly: He intended for leaders to lead. When all three groups are rightly cast, amazing things happen. When any of the players are misplaced, the enterprise flounders.

Now hear this: thank God for our church leaders! The leaders who are top-tier in the church employee pyramids – call them “senior pastors” – are mission-critical for the purposes of God.

But, wait: here's a break-through realization: *all church leaders are Kingdom leaders, but not all Kingdom leaders are church leaders!* There are men and women who are active duty members of the Body of Christ who are not called to be pastors, but are gifted to be leaders. Does that gifting – and, the proof offered by their marketplace careers – indicate God's intention for them to provide mission-critical leadership in His Kingdom and its initiatives?

YES! How will these incredible resources move from *disengagement* to *fulfillment* in the pursuit of their unique Kingdom Calling?

There's the Case Statement for **The Master's Program**. If you're a graduate, point your friends who are under-exploited Kingdom leaders to one of those Introductory Briefings (*right sidebar*). If you are one of my weekly readers, nominate yourself for

consideration: make your way to one of those intro opportunities, and consider unleashing your eternal potential through the life-changing experience found in **The Master's Program**.

This isn't “self promotion;” we're out to promote you... and the other leaders who are *on the bench*, instead of *on the field*... scoring the *winning touchdown*.

Bob Shank

Bob Shank is Founder and Chief Mentoring Officer of The Master's Program (TMP).

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