



Who's Holding Your Ladder?

Dr. Samuel R. Chand

SAMUEL R. CHAND MINISTRIES, INC.

P. O. Box 18145 • Atlanta, GA 30316

1-888-777-2422

www.samchand.com – Samuel.chand@beulah.org

**In leadership, the most important
decision you will make is selecting
your leaders!**

I. Is someone holding your ladder?

II. What kind of person is holding your ladder?

**A. Do you have to constantly
remind them?**

B. Are they casual or intentional?

**C. Do they have their eye on you or
are they looking around?**

**D. Do they have a firm grip on *your*
“ladder” or vision?**

III. Qualities of an effective ladder holder:

A. Strong

B. Attentive

C. Faithful

D. Firm

E. Loyal

IV. Ladder holders must be trained.

**A. Very few ministers have qualified
and trained ladder holders.**

**B. Your armor bearer / assistant
may not necessarily be your
ladder holder.**

C. People need clear instruction.

V. Ladder Position and Perspective

A. The greatest tragedy is to climb to the top of the ladder, only to find your ladder is leaning against the wrong building!

B. Assess

- 1. Where you want to go.**

2. Why you're on the ladder.

3. What tools you need “up there”—
you can’t keep going up and
down.

VI. Two basic categories of ladder holders

A. Leaders

B. Managers

LEADERS

**Conceptualize
outcome by
working from the
future back to the
present.**

MANAGERS

**Conceptualize
plans by working
from the past to
the present.**

LEADERS

Embrace a macro
perspective—
big picture.

MANAGERS

Embrace a micro
perspective—
snapshot.

LEADERS

Favor innovative
thinking.

MANAGERS

Favor routine
thinking.

LEADERS

Revolutionary
flair .

MANAGERS

Protector of the
status quo.

LEADERS

Emphasis on the
what and why.

MANAGERS

Emphasis on the
how and when.

LEADERS

**Inspiring and
motivating.**

MANAGERS

**Controlling and
directing.**

LEADERS

Excited by
change.

MANAGERS

Threatened by
change.

LEADERS

Move quickly.

MANAGERS

Move slowly.

LEADERS

**Identify
opportunities.**

MANAGERS

**Identify
obstacles.**

LEADERS

Take risks.

MANAGERS

Avoid risks.

LEADERS

**Pursue
acquisition of
resources.**

MANAGERS

**Actions limited
by available
resources.**

LEADERS

People centered.

MANAGERS

System centered.

LEADERS

Idea centered.

MANAGERS

Plan centered.

LEADERS

**People's
approval is a
want.**

MANAGERS

**People's
approval is a
need.**

Summary:

Managers get the most out of themselves. Leaders get the most out of others.

VII. Turning Ladder Holders into Ladder Climbers

A. Spiritual formation

1. Security issues

2. Finding purpose and destiny

B. Skill formation

- 1. Helping other ladder holders**
- 2. Delegation**
- 3. Communication**

C. Strategic formation

- 1. Plan for developing other ladder holders.**

2. Mentoring—See it (know); pursue it (grow) and help others see it (show)

3. Empowering others

VIII. Whose ladder are you holding?

**A. In leadership you will always
need ladder holders.**

**B. In leadership you will always
hold someone else's ladder.**

Conclusion:

In leadership, the most important decision you will make is selecting your ladder holders!



Who's Holding Your Ladder?

Dr. Samuel R. Chand

SAMUEL R. CHAND MINISTRIES, INC.

P. O. Box 18145 • Atlanta, GA 30316

1-888-777-2422

www.samchand.com – Samuel.chand@beulah.org