

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 <u>selecting</u> your leaders!

I. Is someone holding your <u>ladder</u>?

II. What kind of <u>person</u> is holding your ladder?

A. Do you have to constantly remind them?

B. Are they <u>casual</u> or intentional?

C. Do they have their eye on <u>you</u> or are they looking around?

D. Do they have a firm grip on *your* "ladder" or <u>vision</u>?

III. Qualities of an effective ladder holder:

A. Strong

B. <u>Attentive</u>

C. Faithful

D. Firm

E. Loyal

IV. Ladder holders must be trained.

A. Very few ministers have <u>qualified</u> and <u>trained</u> ladder holders.

B. Your armor bearer / <u>assistant</u> may not necessarily be your ladder holder.

C. People need <u>clear</u> 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

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

MANAGERS

Conceptualize plans by working from the past to the present.

Embrace a <u>macro</u> perspective—big picture.

MANAGERS

Embrace a micro perspective—snapshot.

Favor innovative thinking.

MANAGERS

Favor <u>routine</u> thinking.

Revolutionary flair.

MANAGERS

Protector of the status quo.

Emphasis on the what and why.

MANAGERS

Emphasis on the how and when.

Inspiring and motivating.

MANAGERS

Controlling and directing.

Excited by change.

MANAGERS

Threatened by change.

Move quickly.

MANAGERS

Move slowly.

Identify opportunities.

MANAGERS

Identify obstacles.

Take risks.

MANAGERS

Avoid risks.

Pursue acquisition of resources.

MANAGERS

Actions limited by <u>available</u> resources.

MANAGERS

People centered.

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 <u>Holders</u> into Ladder <u>Climbers</u>

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

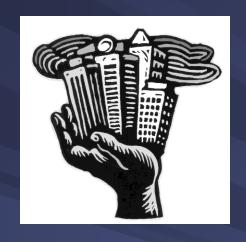
VIII. Whose ladder are you holding?

A. In leadership you will always need <u>ladder</u> holders.

B. In leadership you will always hold someone else's <u>ladder</u>.

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