

LEADERSHIP CHALLENGES: *Proper People Placement*

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It is always important to place the right person in the right position. However positional mismatch is a common phenomenon.

The primary leader can only go as high as the supporting leader around her or him.

Proper people placement is CRITICAL to a leader's effectiveness.

FOUR VISION LEVELS OF PEOPLE

1. Some people never SEE it – they are *wanderers*.
2. Some people SEE it but never PURSUE it on their own – they are *followers*.
3. Some people SEE it and PURSUE it – they are *achievers*.
4. Some people SEE it, PURSUE it and help OTHERS see it – they are *leaders*.

Most people in ministry leadership fall under two major categories:

1. LEADERS
2. MANAGERS

HOW LEADERS AND MANAGERS DIFFER

LEADERS

Conceptualize outcomes by working from the FUTURE back to the PRESENT

MANAGERS

Conceptualize plans by working from the PAST to the PRESENT

LEADERS

Focus on the LONG-term

Embrace a MACRO perspective

Favor INNOVATIVE thinking

Balance IDEALISM and realism

REVOLUTIONARY flair

Emphasis on the WHAT and WHY

CLARIFIES the vision

INSPIRING and motivating

EXCITED by change

Moves QUICKLY

Identifies OPPORTUNITIES

Takes RISKS

Pursues acquisition of RESOURCES

PERSON centered

IDEA centered

Stay centered on CORE issues

People's approval is a WANT

Do the RIGHT thing

MANAGERS

Focus on the SHORT-term

Embrace a MICRO perspective

Favor ROUTINE thinking

Emphasize pragmatism over IDEALISM

PROTECTOR of the status quo

Emphasis on HOW and WHEN

IMPLEMENTS the vision

CONTROLLING and directing

THREATENED by change

Moves SLOWLY

Identifies OBSTACLES

AVOIDS risks

Actions limited by AVAILABLE resources

SYSTEM centered

PLAN centered

Get distracted by peripheral ISSUES

People's approval is a NEED

Do things RIGHT

OBSERVATIONS

1. We need LEADERS and MANAGERS. One completes the other.
2. While both are needed, both need to be PLACED in the area of their strength.
3. This is applicable to those being considered as well as for people already in leadership positions.
4. Successful managers are not necessarily successful leaders.
5. Successful leaders are not necessarily successful managers.
6. Successes of managers and leaders must be evaluated on different scales.
7. Managers are deemed successful when they operate the ORGANIZATION efficiently, delivering services on TIME and within BUDGET.
8. Leaders are deemed successful when they enable their organizations to grow in their ABILITY to serve the community whether by discovering NEW community needs to satisfy, expanding the RESOURCE base, entrepreneuring NEW approaches to service delivery, or energizing or TRANSFORMING the organization itself.

The right PEOPLE in the right PLACE create a winning TEAM.