

LEADERSHIP CHALLENGES: *Proper People Placement*

Samuel R. Chand

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 C to a leader's effectiveness.

FOUR VISION LEVELS OF PEOPLE

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

Most people in ministry leadership fall under two major categories:

1. L
2. M

HOW LEADERS AND MANAGERS DIFFER

LEADERS

Conceptualize outcomes by working from the F back to the P

MANAGERS

Conceptualize plans by working from the P to the P

LEADERS

Focus on the L_____ -term

Embrace a M_____ perspective

Favor I_____ thinking

Balance I_____ and realism

R_____ flair

Emphasis on the W_____ and W_____

C_____ the vision

I_____ and motivating

E_____ by change

Moves Q_____

Identifies O_____

Takes R_____

Pursues acquisition of R_____

P_____ centered

I_____ centered

MANAGERS

Focus on the S_____ -term

Embrace a M_____ perspective

Favor R_____ thinking

Emphasize pragmatism over I_____

P_____ of the status quo

Emphasis on H_____ W_____

I_____ the vision

C_____ and directing

T_____ by change

Moves S_____

Identifies O_____

A_____ risks

Actions limited by A_____ resources

S_____ centered

P_____ centered

LEADERS

Stay centered on C_____ issues

People's approval is a W_____

Do the R_____ thing

MANAGERS

Get distracted by peripheral
I_____

People's approval is a N_____

Do things R_____

OBSERVATIONS

1. We need L_____ and M_____. One completes the other.
2. While both are needed, both need to be P_____ 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 O_____ efficiently, delivering services on T_____ and within B_____.
8. Leaders are deemed successful when they enable their organizations to grow in their A_____ to serve the community whether by discovering N_____ community needs to satisfy, expanding the R_____ base, entrepreneuring N_____ approaches to service delivery, or energizing or T_____ the organization itself.

The right P_____ in the right P_____ create a winning T_____.