
Global Leadership Summit 2015

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Themes

Armed with enough humility, you can learn from anyone.

Themes interspersed in the 2015 summit include:

- Feedback
- Resilience
- Service
- Effectiveness
- Learning Agility
- Grander Vision

Everyone wins when a leader gets better.

The Intangibles of Leadership

Bill Hybels

Founder & Senior Pastor, Willow Creek Community Church; Best-selling Author, founder of the Global Leadership Summit

Leadership is moving people from here to there. It is not about presiding over something or about a position. It's about taking people from a current reality to a better reality.

- New leaders ask: Can I do it?
- Mid-point leaders ask: Can I sustain this?
- Near finish leaders ask: Can I take this across the finish line and transition to the next leader?

The 8 critical functions of leadership are:

1. Casting vision
2. Building teams
3. Motivating and inspiring others
4. Solving problems
5. Managing change
6. Establishing core values
7. Allocating resources effectively
8. Developing emerging leaders

By themselves these functions are not adequate to predict whether someone

becomes a great leader. Richard Davis speaks of the intangibles of leadership, the subtle advanced traits that set great leaders apart.

5 Intangibles of Leadership

1-Grit

Grit is the passion, perseverance, and unremitting determination to get it done.

Gritty people play hurt and never quit. They expect progress to be difficult but believe that they can overcome any obstacles. They apply maximum effort.

Gritty people are like the Little Engine that Could, who said, "I think I can" and then "I thought I could."

Grit is a differentiator for leaders. Examples include Abraham Lincoln, Nelson Mandela, and Ghandi.

Can you develop grit?

Yes, however, the need for ease works against you. You must experience difficulty to develop grit. It helps you be able to say "I thought I could." When you develop grit in any area, it overlaps into others. [ex. Physical determination helps with mental determination.]

Tips for developing grit in yourself and others:

- At work, over deliver every time.
- Read about people who demonstrated grit.
- Associate with those who have grit.
- To develop grit in others, make them finish difficult tasks no matter how much they complain or whine.
- Be a model of grit by demonstrating it in all aspect of your life. When you push yourself, others will become grittier.

2-Self Awareness

We all have blind spots.

Blind spot = something you think you are good at, but everyone else knows you are not

When someone else confronts you about something that doesn't seem correct to you, it might be a blind spot. Go to trusted people and ask if they see that behavior in you. People in good positions to notice your blind spots are: your supervisor, those you lead, your spouse, and your closest associates.

Once you uncover a blind spot, you can move it to your weakness category and decide what to do about it. Your self awareness is helpful to everyone around you.

3-Resourcefulness

Resourcefulness is learning agility. Quick learners are curious about how things work. They like to experiment. In today's world we often face situations in which we don't know what to do. Resourceful people are critical to organization success because they persist until they figure it out.

Your success depends on your ability to be resourceful and to be an agile learner. The good news is that you can learn to be resourceful. The bad news is that you must practice by being in broken situations and keeping at it until you make things better.

4-Self-sacrificing Love

This is the core of leadership. It is what makes the biggest difference in people's lives. Love melts and molds people [[1Cor 13:8](#)].

One good example is David's 400 men. They were a bunch of unskilled rejects. David developed them and poured his love into them. Their gesture of risking their lives to get him water from his favorite well let him know

that his efforts had paid off in their growth. When he poured out the water to God, it was not a rejection of them, but an acknowledgement of the credit God deserved for giving him these men and showing him how to love them.

We live in a day of narcissistic leaders. Everyone in an organization takes their clues from the top leader. Do your leaders feel personal, genuine concern for those in their organizations?

Don't hesitate to show and express genuine love to people. Say or write affirming words to others. Love never fails. It changes the order of things. It changes people.

5-Knowing Your White-Hot Why

Everyone knows the What. Most know the How. Many do not know the WHY.

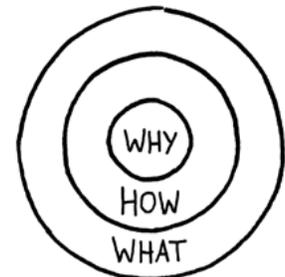
Every top leader should be a Chief Meaning Officer. Why should people stay loyal to your organization? Why should they give their best?

Whatever is in your top box should steer and energize you. Life is too short to not know your white hot why.

Find your white hot why and turn over heaven and earth to fulfill it. Get gritty and resourceful. Be aware of yourself and demonstrate self-sacrificing love.

Questions:

- What is Grace's white hot why?
- Leader, what is your white hot why? Be clear and honest with yourself.



Seven Questions: Beyond Good to Great

Jim Collins

Business Thinker; Best-selling Author, Good to Great

For good leaders to grow into great leaders, questions are better than answers.

1. What cause do you serve with level-5 ambition?

If you have a charismatic cause, you do not need to be a charismatic leader. A Level-5 leader is a blend of personal humility with indomitable will. The essence is the idea of service to a cause. It is towering ambition channeled outward into a cause or purpose bigger than themselves.

2. Will you settle for being a good leader or will you grow to become a great leader?

We may be on the cusp of a change from well-managed organizations to well-led networks. What is leadership? It is not personality. It is not position, title, or power. Leadership only exists if people follow willingly with no pressure.

Leadership is the art of getting people to want to do what must be done.

- Leaders must know what must be done.
- Leaders must get people to want to do it.

Will you do whatever it takes to scale your leadership to whatever your organization needs as it grows.

3. How can you reframe failure as growth in pursuit of a BHAG?

(Big Hairy Audacious Goal)

See failure as growing, getting stronger. The other side of success is growth.

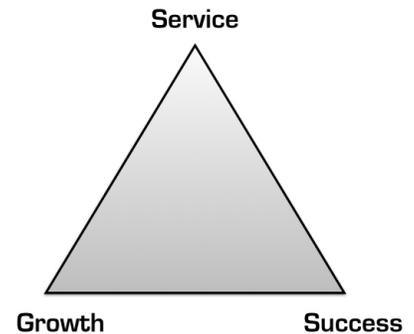
4. How can you succeed by helping others succeed?

Everyone is failing at something. Who are you helping to succeed? We only succeed when we help others succeed.

Building a Culture of Engaged Leaders

Service: What are we willing to sacrifice for a purpose?

Success: What can we do to reinforce the idea that we only succeed by helping one another?

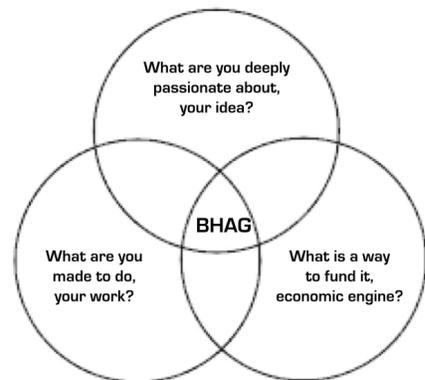


Growth: What huge, audacious challenges should we give people to stimulate their growth?

5. Have you found your personal hedgehog?

intersection of 3 circles

True creators stay in the game. You cannot control or predict what life hands you. See life as a series of hands. Play every hand you get to the best of your ability.



6. **Will you build your unit, your minibus, into a pocket of greatness?**

Focus on your unit of responsibility. Build a pocket of greatness for your unit. Focus on your unit instead of your career.

Decide who should be on the bus. Be rigorous, not ruthless. Take care of your people instead of your career. If you do, they will not let you fail.

Life is people. Think about the value of the pause to express your support and encouragement. It can be life altering. The greatest leaders find a way to make a difference in the lives of people.

7. **How will you change the lives of others?** in what way will some people's lives be better because you were here on earth?

Questions:

- What is your personal hedgehog?
- How are you changing people's lives for the better?

Creativity, Inc. One on One

Ed Catmull

Co-founder Pixar Animation Studios; President Walt Disney Animation Studios

Art is about learning to see.

The Power of a Good Story

People think of stories as entertainment without realizing that stories are the way we communicate with one another. It all comes down to the power of a story. Stories have a form, but that's only the start. Good stories connect with the emotion. The purpose behind the story is to connect at a deep level.

The Braintrust

It is a challenge to help a team work well together. For them, the idea of a Braintrust works well. The principles are:

1. Peers talking to peers
2. In the room, there is no power structure which lessens defensiveness
3. There is a vested interest in each other's success
4. They give and listen to good notes; focus is the goal not defending individual ideas

Culture of Candor

We all have problems. Creativity is about solving problems. Kindness with candor is effective in solving problem.

Embracing Failure

One challenge is to embrace failure and learn from it. We tend to get defensive because people can use it against us. It's a continual effort to make it safe to be honest.

They encourage everyone to fail early and they make it safe to fail fast and move forward.

Using Constraints

When we insist that we operate within constraints, it forces us to sort and prioritize. The concept of the beautifully shaded penny is that it doesn't pay to spend your time and energy on something that will have low impact.

Postmortems

We need to step back and be introspective to evaluate what we did well and did not do well. This should happen after every major project. It's important to not let it become a time to brag on individual teams. It should be overall project analysis focusing on lessons learned.

Tapping into Creativity

People tap into creativity in different ways. It's helpful to ask them to do research and learn something new about the topic. It should be live experiences, not just book or internet

Silent Retreats

Most people find being by themselves in silence to be unsettling. It takes several days to let the inner voices die down and become receptive. Silence can calm you and help you regain perspective. We have so many things that need attention, health, work, family and we neglect our soul which needs some quiet to refresh.

Questions

- How is Grace using stories for good?
- How could project Postmortems help your ministry take things to another level of excellence?
- How well do you deliver candor with kindness?

Give and Take: A New Perspective on Leadership

Adam Grant

Professor, Wharton School of Business; Best-selling Author, organizational psychologist

3 styles of interaction are common

Takers: They view every interaction as an opportunity to get something and avoid giving back. Some are narcissists. Others have learned to be Takers by being burned too many times by Takers.

Givers: They freely help and give without expecting anything in return. Some Givers reserve it for family, friends, and trusted colleagues.

Matchers: They keep an even balance of giving and taking. They have a sense of fair play.

Which style has the best performers?

Givers are both the worst and best performers.

- Givers often don't perform well because they don't have time to do their own work.
- Givers are also the best performers. They may not benefit short-term; however, they do benefit long-term. They build trusting relationships. They get motivation from knowing they make a difference. They learn by stepping in to do tasks outside their areas of responsibility. When they help others solve problems they acquire information that makes them better problem solvers in general. They become leaders when they begin to invite others to participate in helping.

Takers rise quickly and fall quickly. Takers tend to take down other takers. Matchers also sabotage takers by refusing to help them and by gossiping about them to others.

What can you do to build an environment of successful givers?

1. **Keep the wrong people off the bus.** If you weed out the takers, the matchers are more willing to become givers.

[Note: Agreeableness does not correlate to either giver or taker. It's an outward veneer, not inner motivation.]

Disagreeable givers have a bad user interface, but great operating system. They may be prickly, but they help others. Agreeable takers are nice to be around but you can't trust them or depend on them. They only care about themselves.

How do you recognize them?

- Givers use "me" in the context of failure and hesitate to take credit for success.
- Takers project their own motivation on others. Ask questions such as, "In your world what percent of people take at least the equivalent of \$10 from their employers in a month?" Takers will answer with a high percentage because they assume that others are as selfish as they are.

2. **Encourage people to do micro-favors.**

About 100 hours of micro favors in a year is the sweet spot. Too much can cause burn out.

3. **Form a Reciprocity Ring.** Ask each person to make a request for help. Ask the others in the ring to help the person get the thing they want. Consider having requestors do it anonymously. Post those requests, then ask the members of the ring to read them and pick one or more to sign up to help.

By building an environment of givers, paranoia will melt away and “pronoia” will become common (belief that everyone is plotting your well-being).

Rising Strong

Dr. Brené Brown

Research Professor, University of Houston Graduate College of Social Work; Best-selling Author

What emotion do we feel when we make a bid for connection and the person pushes us away? We feel anger and SHAME that maybe we are not good enough.

What are the key shame triggers?

- women’s = body image, appearance
- men’s = appearance of weakness

People want more intimacy, belonging, and joy. To get this requires more vulnerability.

When something difficult happens, our brain is hard-wired to make up a story about what is happening. Our brain rewards us with dopamine when we create a story even if the story is wrong.

The Process:

- Act 1 the character is called to an adventure and a challenge happens
- Act 2 (middle space) character is too far in to turn back and doesn’t know how they are going to meet the challenge
- Acts 3 the character gets it done

Successful leaders tend to manage the dark middle space with a similar process:

1. **Reckoning:** They have absolute emotional awareness of themselves and others. They are willing to examine what is happening with their feelings.
2. **Rumble:** They force themselves to rumble with emotion. They are brave enough to talk about their discomfort. You can choose courage or choose comfort. You cannot have both.
3. **Revolution:** They become the author’s of their lives as they become consistent in managing the middle space.

Courage is uncomfortable. That’s why it’s rare. The bravest are the most broken hearted because they allow themselves to be vulnerable. They fall, get up, and try again. There’s is nothing more effective against the cynic, critic, and fear monger than a leader who is willing to fail and knows how to rise strong.

Leadership and Ethics on Wall Street

Sallie Krawcheck

Chair, Ellevest Network; former president Bank of America’s Global Wealth & Investment Management

The solution to diverting financial crisis is to increase innovation and look through a new lens. The real power is the intersection between women and money. If we can get them fully engaged, it will increase diversity and improve organization performance. More

women in senior leadership = higher returns on capital.

Diverse teams outperform more capable teams because of increased perspective. Diversity also has the potential to increase ethics on wall street.

Women tend to accept jobs is for meaning and purpose more than for money. A focus on relationships tends to be a female trait. The key is that they have different voices.

Diversity is not easy. We are used to seeing men in power positions. We fall into a gender bias trap. Here are some things that help drive diversity.

1. Recognize that the differences and debates are strengths. There is false comfort in agreement.
2. Instead of asking "Who is the best person for the job?" ask "Do we have the best balanced team in place?"
3. Really live your values.
4. Realize that women are tired. They have great maintenance issues.
5. Watch for the messages we send. We tend to give more feedback to people like ourselves. Men may hesitate to give feedback to women because they are afraid they will make them cry.

Questions:

- How do you get up when you're knocked down?
- Are you working on things that matter to you?
- Are you grateful and giving back?

Leading with Leftovers

Albert Tate

Founder & Senior Pastor, Fellowship Monrovia in Southern California

Will you believe the lies in truth's clothing or will you believe the naked truth?

Giving a 115% and leaving it all on the field are lies. When you do that, you have nothing left to give at home. Let's not be held captive by the scarcity of the world. Let's live from the abundance found in Christ.

John 6:1-13 shows us how to lead with leftovers.

The Power of the Dumb Question

Jesus asked what appeared to be a dumb question. He wanted them to see that what was to happen was not possible with what they had available.

The Power of the Dumb Idea

Next came the dumb idea, the little boy with 2 fish and 5 loaves of bread. Jesus did not turn away the seemingly dumb idea. It's okay to give a dumb idea. Jesus may want to use that dumb idea for life transformation.

Who was the little boy? Why was he the only one who brought food? Do you bring something to opportunities? What if God wants to use what you bring? What does it mean to pack your lunch?

The Power of Getting Out of the Way

The boy gave the food to Jesus and got out of the way. Bring what you have. Give it to Jesus and get out of the way. That puts you in a position to experience the wonder of Jesus. Let Him have His way.

The Power of Leftovers

They ate until they were full. They were filled to capacity. They even had leftovers. That's the picture of abundance. What would it mean to

have something left at the end of the day, for God, your spouse, your family, your community?

You don't have to live outside the abundance of God. You don't have to leave it all out on the field. Just bring what you have, dumb ideas and all. Give it back to Him. Get out of the way and trust Him so you can experience the awe and wonder of God.

Creating World Class Service

Horst Schulze

Chairman & CEO, Capella Hotel Group;
Founding President & Former COO, The Ritz-Carlton Group

Ladies and gentlemen serving ladies and gentlemen. What service means is caring. Love your neighbor as yourself. This includes your customer and your coworker.

4 Keys to Business

1. Keep your existing customer.
2. Gain new customers.
3. Get as much money as you can and still keep customers happy.
4. Work on efficiencies. Deliver the best for the most profit.

Customer loyalty is key.

Loyal customers trust you. Develop it by giving them what they want.

What do Customers Want?

1. Product that is defective free
2. Timeliness
3. People to be nice to them (service)

service process: welcome, comply, farewell

1. Welcome: The first 10 seconds of contact are essential. Begin with a great greeting.
2. Comply: Get the guest what he/she wants and needs. Do this with care. If you adjust to the individual's wants, it creates loyalty.

3. Farewell: Say farewell with sincere pleasure.

Leader's Responsibility in Customer Service

Leading people to excellence is a way of serving them. Creating processes to support the creation of excellence is an act of service to customers and employees.

Key Processes:

Selection: Think of selecting rather than hiring. Make caring a criteria for selection.

Orientation: Orient people by first welcoming them and telling them how important they are as human beings. Tell them how important it is for them to do their jobs. Explain the benefits to them. Teach them to always ask if the action they plan to take would please God, be good for the customer, and be good for the organization. Make the expectations clear. Explain that they are team members of the organization. Explain that the key product is service to human beings. It has to be good for all concerned. Teach them the expectations that customers have. Teach them the expectations that you have. When you become a leader, you forfeit your right to make an excuse.

Teaching: Teach them the process. Repeat one of the key points each day.

Sustaining: Continue to ask if what we do is good for all concerned, investors, community, customers, employees. Come to work to create excellence and be part of the mission.

The differentiator is caring service.

Thanks for the Feedback

Sheila Heen

Founder, Triad Consulting Group; Faculty,
Harvard Law School

Feedback is all the information available to you about yourself, formal/informal, spoken/unspoken. It's about your relationship with the world.

All people struggle with feedback conversations. We have spent much time teaching how to give feedback skillfully. That does help but, does not fully solve the problem. The receiver is the one who is in charge of what happens with the feedback

If you want to drive your own learning, you need to learn how to receive feedback and use it for growth.

Challenge of 2-Human Needs

1. You want to learn and grow.
2. You want to feel accepted, loved, and respected for who you are now.

These two needs conflict and cause problems in receiving feedback.

To Learn and Grow, We Need 3 Kinds of Feedback

1. Evaluation: rates or ranks you against a standard or against others. It tells you where you stand. If you use it well, it will help you make good choices.
2. Coaching: anything that intends to help you get better or learn. If you use it well, you will grow.
3. Appreciation: helps you know that people notice what you do and that you are meaningful. If you use it well, you will be energized.

Most organizations do not give enough appreciation feedback. Most organizations mix up coaching and feedback.

Why We Reject Feedback

- Truth Trigger: We think it is wrong or unfair.
- Relationship Trigger: We don't respect or trust the giver.
- Identity Trigger: We are too stubborn or were offended by it. It violates our sense of ourselves.

We tend to decide too fast that we will reject feedback. It is too easy to find things wrong with the feedback. Note: It is okay to set boundaries on accepting feedback.

Skills in Receiving Feedback

1. Wait to decide how to react until you understand what the giver means. Feedback comes in the form of vague labels. Pause to clarify the meaning.
2. See yourself accurately. Other people see things about you that you cannot: facial expressions, tone of voice, body language, habits.. You don't see your affect on others. Phone a friend, when you need support and also when you need someone to point out what was right about the feedback. Try to uncover your blind spots.
3. Become a better receiver and be a model for others.
 - ▶ Ask others for feedback.
 - ▶ Be a model for how to receive feedback.

Tip for Receiving Coaching

- Don't put people on the spot by asking a generic question such as, "What feedback do you have for me?"
- Ask, "What is one thing you appreciate about how I ___" then "What's one thing I'm doing or not doing that is getting in the way?"

Use Christ as your model.

- Forgive more fully.
- Speak the truth in love, remembering to remove the log from your own eye before pointing out the other person's issues.

When you invite and receive feedback it will help accelerate your growth: spiritual, personal, and professional.

Questions:

- Which type of feedback are you most in need of right now (appreciation, coaching, evaluation)?
- Which type of feedback is most common on your ministry team?
- Consider a label someone used when giving you feedback. How sure are you that you know what the person meant?
- Who is in a position to give you candid feedback on the differences between how you see yourself and how others see you?
- How often do you give feedback compared to how often you receive feedback? Do you need to make changes?
- Discuss how it might work to coach your ministry leader on the best way to give you feedback.
- How often does your ministry leader ask for feedback from you?
- How often do you give your ministry leader unsolicited feedback and how does your ministry leader react?

Resilience: One on One

Brian Houston

Founder & Global Senior Pastor, Hillsong Church

One of Brian's early tests was that he was terrified of public speaking. He was tempted to give up on what he thought was his calling. He put too much pressure on himself.

The biggest test to his resilience was disappointment with his dad as he discovered that his father had been abusing young people in the church. Brian was careful not to cover up anything. He spent all his energy taking care of others around him and did not take care of himself. The grief and trauma took their toll. He began to implode. He had a panic attack and collapsed at the podium.

Another test that all churches have is when people move to a new calling. You should accept that who you start a church with is not necessarily who will be there long term. You shouldn't make people feel that they are breaking a promise if God calls them to move to a new ministry. Think in terms of seasons. In Hillsong's case, a music explosion began with Darlene Zschech. Brian believes that music expresses the soul of the church. But, it has never been about one person. When God called Darlene and her husband to pastor their own church, God raised up Brian's song Joel who had begun writing music for the church.

Brian recommends that when doing church plants that you remain true to yourself as a church and not try to build a church around what a typical church of that city looks like.

Brian's parting advice is to keep getting up, to be resilient, and to stay with what God calls you to do.

Crushing the Power Chasm

Sam Adeyemi

Founder & Senior Pastor, Daystar Christian Center in Nigeria

Motives

God asked, "Why do you want the church to grow?" Sam's answer was that he wanted to be more comfortable. God pointed out that this was not the purpose of the church. You will not find the definition of success until you grow the people He sends you.

Success

Many leaders want their own success. Christ's objective was the success of His followers ([John 14:12](#)). Sam learned to take the attention off himself and put it onto his followers as Christ modeled.

You Ask Amiss

Some leaders wonder why their organization does not grow. It's because they want growth for the wrong reason ([Jas 4:3](#)).

Crushing the Power Chasm

The traditional way of ruling put a distance between people, a power gap and the sense that they couldn't make a difference. There was no sharing of power and responsibility. The result of this structure is low self-esteem, fear, lack of accountability, and lack of initiative. Jesus way turned thing around ([Mark 10:42-44](#)).

Jesus crushed the power gaps between men and women, young and old, leaders and followers.

Some leaders and talented people think that others can't do what they do.

Leaders have a responsibility to empower others to overcome the power gap ([Luke 22:27](#)).

If you seek a vision that will only benefit you, your vision will be small. If you seek a vision that will benefit a city, a nation, or a generation, you will receive a grander vision.

Rookie Smarts: Why Learning Beats Knowing

Liz Wiseman

President, The Wiseman Group; Best-selling Author; (leadership & strategy consultant)

The key is not what you know, it's how fast you can learn.

Is it possible that we're at our best when we know the least? Remember how it felt to do something important for the first time.

With experience we begin to see what we expect. We miss things. Yes, rookies make mistakes. They also notice things others miss.

Rookies Come in 4 Modes

1. Backpacker: Unencumbered
2. Hunter Gatherer: Seek ideas. Ask questions. Make observations. Pray. Must climb a steep learning curve.
3. Firewalker: Take caution, but move quickly with small steps. Desperate to find your way.
4. Pioneer: Hungry and relentless. Improvise because we lack resources. Innovative.

The Stretch

The rookie zone is powerful because we don't like it. It makes us stretch (rubber band). We want to reduce the tension. That motivates us to learn quickly. We also get satisfaction from meeting a challenge.

Beware, comfort can become your master. You need a hungry, humble way of leading to be able to keep learning.

5 Ways to Pivot when on a Plateau

Sign	Experiment
Things run smoothly.	Throw away your notes.
You have the answers.	Ask questions instead.
Feedback is all positive.	Admit what you don't know.
You are the mentor.	Let someone else take the lead for awhile. Get a mentor.
You are bored.	Get a new challenge or job.

Lead your team into the unknown. Set the stretch. Remain a learner. Know when to get your rookie on. Take joy in knowing when to begin again.

Expanding Your Leadership Capacity

Craig Groeschel

Founder & Senior Pastor, LifeChurch.tv

Ephesians 3:20-21 Now to Him who is able to do exceedingly abundantly above all that we ask or think, according to the power that works in us, to Him be glory in the church by Christ Jesus to all generations, forever and ever. Amen. (NKJV)

He is able to do more than we can ask or imagine. There is way more inside you than you can imagine. Our God wants to do exceedingly and abundantly more than you can imagine.

capacity = what you can do

As your organization grows, your mindset has to change. If you don't change the way you think, you will become the lid to your organization. Any time it starts to struggle or settle, it is time for you to grow so you can stop being the lid.

The 5 Cs to Expand Leadership Capacity

(choose one that is yours to work on this year)

1-Build your **Confidence**:

Your words give you away. When you say there are not enough hours in the day or that you don't know enough, it is time to encourage yourself in the Lord. Before a challenge, take a step forward as a symbol of stepping out of your insecurity and into being confident in God. Go forward into the calling of God. The pathway to greatness is through your fear. Stop your negative self talk. Believe what He says about you. You are not who others say you are. You are who God says you are.

2-Expand your **Connections:**

You become who you are in relationship with. You may be one relationship away from a change in your destiny. The relationship with Barnabas was a destiny changer for Paul. God uses relationships to change the course of your destiny. Don't try to copy the other people. Instead, learn how they think. Get around some people that you don't understand. It will broaden your perspective.

3-Improve your **Competence:**

Decide what area to improve. You may not know what it is. You will need to ask others what areas you might want to address. [communication, listening, delegating, empowerment, giving feedback, receiving feedback, work ethic, recruiting, selection, firing, vision casting, running meetings, project management, initiating instead of responding]

4-Strengthen your **Character:**

Talent can get you to the top, but only character can keep you at the top. We all need to check our lives for leaks. Are we lacking personal passion for God? Are we putting ourselves above others? Are we getting greedy? Are we living with unconfessed sin? Reduce possible temptations. Why resist temptation tomorrow that you have the power to eliminate today? It's not weak. It's wise. Be brutally honest with yourself.

5-Increase your **Commitment:**

This is the grit. How much do you want it? Are you bringing your best to every area of your life: spiritually, relationally, physically. Are you fully committed to God, your marriage, your family? Are you imparting spiritual life to those in your life? Are you serving others? Are you willing to do whatever it takes? There is more in you than you think. Step into the commitment. How badly do you want to be a better leader? It's not what you do, it is who you are in God.

Question:

What is your one thing that you will address in the next 12 months?