

The Top Ten Mistakes Most Leaders Make (and how to avoid them)

by Bruce D. Johnson

No one likes to make mistakes, but leadership, by definition, is a mistake-prone endeavor. Why? Because inherent in our position of leadership is the requirement that we take risks by making decisions without possessing full knowledge. And whenever we're required to make decisions without possessing full-knowledge, the probability of making mistakes increases dramatically.

However, the good news about human leadership is that it's not about perfection, it's about progress. Progress, by definition, is about taking chances, making mistakes, learning from them and then getting back in the game at a higher and more intelligent level. So, if you'd like to shave a few years off your leadership learning curve by avoiding making some of the more common leadership mistakes that most leaders make, then you'll want to reflect frequently on this list of Top Ten Leadership Mistakes.

Mistake #1 - They Practice MBWA over LBSA.

In other words, while managing by wandering around (MBWA) is a positive management practice, great leaders know that leaders lead best when they lead by storying around (LBSA). If you've read or heard Jack Welch, you know he loves to tell stories. All great leaders have a point of view they want to articulate to their people. Since they know that stories best capture the hearts of their people, they tell lots of stories for they know it's through stories that culture is created. For example, at OXO, the kitchen gadgetry company, Sam Farber is forever telling the story of how OXO began. His wife had begun to develop arthritis and found it difficult to use the kitchen gadgets in their kitchen. His desire to find a solution for her led to his company's founding and its commensurate commitment to universal design (making tools that are accessible for the greatest number of people possible).

Leaders who think they're leading simply because they're in contact with their people are missing out on one of the most important opportunities they have with their employees. Checking in and holding them accountable is good management practice (MBWA). But casting vision through telling a great story (maybe of a coworker who lived out the value of remarkable service with a customer) is a great leadership practice (LBSA). Unfortunately, most "leaders" don't get this. So, if you'd like to avoid this mistake, then make a commitment to being a great storyteller. Leaders can never tell too many stories or cast vision too frequently.

Mistake #2 - They Hire Fast and Fire Slow.

Few things are more critical to the success of an organization than the attraction and retention of remarkable talent. Unfortunately, leaders often get frustrated during the recruitment process and end up hiring B and C players just complete the task and have someone in place who can complete the work that isn't getting done because of the vacancy or need. However, managing is 80% hiring. The fast hire of a B or C player inevitably leads to more time invested in managing, less quality production, slower growth rates, less profit and more morale problems.

The Top Ten Mistakes Leaders Make

Lilya Wagner



The Top Ten Mistakes Leaders Make:

The Top Ten Mistakes Leaders Make Hans Finzel, 2013-03-25 Although leadership is the hot topic on conference agendas and book tours most people who find themselves in positions of leadership have little or no training for the role They simply continue to make the same old mistakes With additional and newly updated material this leadership classic reveals the most common errors that leaders consistently make regardless of training or age and the way to stop these bad habits from undermining their positive talents and accomplishments Whether you are leading a company a ministry a Girl Scout troop or your family *The Top Ten Mistakes Leaders Make* is a must read for anyone who wants to lead others effectively If you re like me you ve grown weary of the published cookie cutter approaches on how to lead effectively And so has Hans Finzel He drills to the core of the current issues on effective leadership Charles R Swindoll author and president of Dallas Theological Seminary This is one of the most practical books on leadership I have in my own library If you are serious about becoming a better leader you will want to read this book John C Maxwell author speaker and founder of the INJOY Group *The Top Ten Mistakes Leaders Make* Hans Finzel, 1994 Don t let this happen to you not even when there is a book like this to help you avoid the top ten leadership mistake **Top Ten Mistakes Leaders Make Listening Guide and Workbook** Hans Finzel, 2017-02-21 This is the companion workbook and listening guide for Hans best selling book *The Top Ten Mistakes Leaders Make* It is designed to use when hearing lectures on the book as well as group study of the book [The Top 10 Mistakes Leaders Make](#) Hans Finzel, 2007-01-01 Top flight Leaders Aren t Born They Learn By Bad Example Poor leadership habits spawn new generations of poor leaders Or they create enough discomfort that the leader figures out how to do it right That has been the experience of author Hans Finzel and many others In this leadership classic Hans describes the ten most common leadership faux pas The top down attitude Dirty delegation Putting paperwork before peoplework Communication chaos The absence of affirmation Missing the culture clues No room for mavericks Success without successors Dictatorship in decision making Failure to focus on the future *Top Ten Ways to Be a Great Leader* Hans Finzel, 2017-04-01 Dr Hans Finzel knows from personal experience the key success factors in every new leader s journey He shows readers The two most important words in a leader s vocabulary The skills a leader needs to communicate effectively Why today s effective leaders lead with vulnerability The contrast between servant leadership and slave leadership How to lead with both passion and humility The difference between making a mark and leaving a legacy In this eminently practical book new leaders in business education ministry and the church will discover how to lead well and love what they do *The Top Ten Leadership Commandments* Hans Finzel, 2012-03-01 Based on the life and legacy of Moses Hans presents ten scriptural principles that can revolutionize your business your ministry even your life The life of Moses provides a master study on what it means to be an effective leader Consider his pedigree Answered the call to do something beyond his means stood his ground before kings led millions of people on a journey across rivers and through deserts Moses did this all with a dogged persistence that would

not give up You will discover a dynamic effective tool for developing leadership skills all built on the solid foundation of God's word The Pyramid and the Box Joel Tetreau,2013-07-01

Congregations the members who attend them and the leaders who serve them are too often wounded by the ill effects of bad decision making The Pyramid and the Box attempts to answer three primary questions about decision making in the local church What is decision making Who are the legitimate decision makers How do you execute effective decision making **A Leader After God's Own Heart** Jim George,2012-04-01

From the author of the bestseller A Man After God's Own Heart more than 100 000 copies sold a survey of God's priorities for leaders as exhibited in the life of Nehemiah The Bible is filled with amazing people and Nehemiah stands out prominently among them What made him so effective so influential It starts with knowing what God desires in a leader From Nehemiah's example readers will learn 15 ways to lead with purpose Among them are giving direction to your leadership by cultivating a vision for the future solidifying your leadership by recognizing the value of conviction refining your leadership by acquiring problem solving skills validating your leadership by pursuing personal integrity extending your leadership by understanding the power of motivation Because it is God who enables us these great qualities are accessible to every believer Readers will experience real fulfillment as they take steps toward becoming God's kind of leader *LEADERSHIP 101 - Basic Lessons in Leading* DR. JAMES G. GRAHAM,2016-12-16

BASIC LESSONS IN LEADERSHIP FOR MINISTRY LEADERS PASTORS AND OTHER WHO SERVE THE BODY OF CHRIST IN A LEADING CAPACITY Leading Up Lilya Wagner,2005-10-13

Fundraisers at all levels discover the art of leading up Fundraisers know that in order to be successful in their demanding profession they have to get things done And to get things done they need to exercise leadership from whatever rank or position they hold often from the middle This concept is called leading up Recognizing that all fundraisers must be leaders Leading Up teaches professionals the skills and traits they need to be successful in their philanthropic roles Leading Up centers around author Lilya Wagner's unique model which exemplifies the concept of leading up Here fundraisers will discover how to get things done when they're not in charge how to motivate others when they don't have formal authority how to convince or persuade their colleagues and superiors about their need for action and involvement and how to lead when they're not recognized leaders by virtue of power or position Focusing on problem solving concepts Leading Up is packed with thought provoking questions exercises and practical application steps that allow professionals to practice and implement the principles they've just learned The book also includes inspirational quotes on leadership from recognized and successful professionals and leaders Leadership qualities have to be learned and practiced by all who wish to achieve success in fundraising whether boss or not Leading Up provides readers with the groundwork they need to not only build up their causes and organizations but also influence a professional field that is still developing **A Proactive Approach to**

Leadership Transition in Ministry Dr. Fred Hill,2022-02-16 A Proactive Approach to Leadership Transition in Ministry was inspired through the need of today's ministries to be proactive in preparation and development of future leaders to carry the

ministry forward Equipping and mentoring the next generation of leaders effectively is an absolute necessity for continued church success Leaders should endeavor to actively discern gifts and talents early in potential leaders It is the leader s responsibility to develop and prepare others for leadership transitions This book serves as a warning and a guide for modern day church to avoid a leadership vacuum that has become so prevalent in today s churches by implementing a proactive approach to leadership transition This book will encourage church leaders to develop the foundation needed to begin the implementation of a proactive approach to the leadership transition

HEALING A WOUNDED LEADER Wendell J. Davis Sr.,2013-05-16

Effective leadership is required in the twenty first century churches as these churches are facing numerous issues due to ineffective leadership In order to lead churches wounds of leaders must be healed up in the Christian ministry Today the churches of America are facing leadership issues because their leaders wounds are not treated and healed up This results in critical crippling and catastrophic effect on the Christian Ministry Those life threatening wounds must be identified The healing of the wounded leader is essential to the Spirit well being of the people The purpose of the study is to investigate the wounds face by church leaders The study also investigates that how these wounds affect church leadership This study also identifies methods of healing of wounded leader and interventions used from transforming wounded leaders into an active and effective leader Many churches are facing numerous leadership issues due to leaders wounds Identification of this issue is important for the development and implementation of churches in America This study helps in investigating the wounds among leaders and their relationship with leadership ineffectiveness The study helps in identifying the meaning of wounds This study helps in studying impact of wounds on church leaders in detail This study classifies wounds as divorces childhood traumatic experiences such as rape molestation and physical abuse through domestic violence emotional abuse through verbal altercations and mental abuse from a sibling parent spouse authority figure or partner in a relationship For this study mixed method was done Survey interview questions and observational research were done According to the participants many of the transformational leadership concepts are transferrable into the church context however including idealized influence which espouses the leader as a role model with high moral standards and ethical conduct and as one who considers the needs of others before his or her own According to the participants Old Testament suggested there are numerous examples of leadership development in the Old Testament the short space available in this review will dictate a focus on one of the most obvious and well known leadership examples According to the respondents personality is becoming more and more associated with leadership style and ability This is particularly true when one is discussing the concept of transformational leadership Due to leadership issues in American churches Christian community is reluctant to visit their nearby churches regularly The results depicted that due to past wounds or inner wounds the church leaders are not able to have Holy spirits The wounds must be healed up for attaining pure Holy spirits If their wounds are properly healed up then they can more firmly believe as the apostle on the super natural healings signs and miracles The unhealed wounds of the

church leaders hinders in the way of the leaders for praying for the humanity or for those who are suffering from hardships regularly The lack of pastoral visitations of the members is due to the wounded souls of the leaders For increasing the pastoral visitations of the members the church leaders wounds must be healed up by using various methods Ineffective leadership is practicing in the churches these leaders are not conducting the different counseling sessions for the Christian communities The Christian communities are not interested in visiting churches because of the ineffective leadership The ineffective leadership does not encourage Christian communities towards practicing God preaching at church The church leadership is not effective to spiritually inspire Christian communities the church leadership is not effective to initiate programs which are helpful for attracting and retaining Christian communities missionary programs are not being implemented by many American churches because of lack of effective church leadership

Monday Messages Rita Walkden,

Leadership Essentials Yvonne Gentile, Carol Cartmill, 2006-10-01 Where will you find your next team of capable committed leaders for your congregation Churches across the country search for committed people with a heart for ministry people who are ready to use their gifts in the ministries of the church Your best potential leaders may already be in your congregation This resource used as a study tool or a desk reference will help men and women in the church find the tools direction and inspiration they need to become the best leaders they can be Leadership Essentials offers practical skills worksheets and practice exercises in areas including What Kind of Leader Will You Be Making Disciples Building and Sustaining Teams Meetings that Work Developing Vision Mission and Values Statements Strategic Planning Effective Communication Managing Conflict Leading Change and Encouraging Innovation Developing the Next Generation of Leaders Keeping It All in Perspective Leadership Essentials offers direction distilled from years of experience in church known for its vibrant lay leadership With tested and real life techniques from COR's leadership development team Carol Cartmill and Yvonne Gentile this book can be used by individuals as a continual study or by topic or by groups who are working together to build their leadership skills Carol Cartmill and Yvonne Gentile have created a series of valuable resources that you can use to implement more effective recruitment training inspiration and mentoring of lay leadership in your congregation Their first resource *Serving from the Heart Finding Your Gifts and Talents for Service* guides participants to find their spiritual gifts as well as their passion and talent for ministry In the second resource *Leadership from the Heart Learning to Lead with Love and Skill* lay leaders continue their learning experience in ten areas of servant leadership Carol Cartmill is the Director of Leadership Development for The United Methodist Church of the Resurrection She and her team launched the spiritual gifts ministry in 1998 Carol has led workshops relating to equipping ministries on both the local and national level She resides in Overland Park Kansas with her husband Jim and their two teenage daughters Yvonne Gentile is Divisional Vice President of Merchandising for Helzberg Diamonds Inc a Berkshire Hathaway company Since joining the United Methodist Church of the Resurrection in 1996 she has used her passion for equipping and developing emerging leaders by serving on the Spiritual

Gifts team the Committee on Lay Leadership and the Strategy Team for Leadership Development Yvonne and her husband Frank live in Overland Park KS What people are saying about Serving from the Heart Discovering one's spiritual gifts is a liberating experience Serving from the Heart is an instrument of liberation The creative gifted folks at The United Methodist Church of the Resurrection developed a very useable resource for congregations who want to release the God given human resource for creativeministry Herb Mather Center for Christian Stewardship

Pharmacy Management, Leadership, Marketing, and Finance Marie A. Chisholm-Burns, Allison M. Vaillancourt, Marv Shepherd, 2014 The Second Edition of the award winning Pharmacy Management Leadership Marketing and Finance has been updated to make this quality textbook an even more integral resource for your Pharmacy Management course All previous chapters have been updated and multiple new chapters have been added including Quality Improvement The Basics of Managing Risk Insurance Fundamentals Integrating Pharmacoeconomic Principles and Pharmacy Management and Developing and Evaluating Clinical Pharmacy Services Chapters continue to be written in a concise and reader friendly style facilitating a deeper level of understanding of essential leadership and management concepts The updated content has been designed with the next generation of pharmacists in mind and to prepare them using an integration of knowledge skills attitudes and values This includes new in text features such as the Management Challenge found at the end of each chapter and online self assessment questions and answers With an easy to read and colorful new layout engaging pedagogical features and online tools and resources for both students and instructors this new edition has everything needed to provide a complete and enriched learning experience Instructor Resources Lesson Plans PowerPoint Presetnations Sample Syllabus Answers to End of Chapter Questions Case Studies Test Bank Student Companion Website includes Self Assessment Questions Interactive Glossary Crossword Puzzles Flashcards Web Links to additional learning materials

Leadership in Christian Education Gary Noble PhD, 2018-10-17 Leadership in Christian Education explores three critical issues that Christian Education administration should focus upon strategic thinking skills leadership skills and people skills This book will provide help for church leaders in general and specifically Christian education leaders on how to differentiate between a growing church and a healthy church the difference between sacred leadership church leaders and secular leadership business leaders and how to create a sense of urgency before an emergency This book will prove to be a contemporary guide and ready resource on Christian education administration

Well Built Bob Buck, 2015-08-04 Bob Buck has taken and compiled over ten years of beautifully written and well documented letters and emails filled with inspiring feedback knowledge and direction Through daily positive reinforcement of the values he holds most dear Bob has greatly impacted the numerous prosperous companies he's led Well Built Inspiring Stories from the Boardroom to the Frontline will challenge every leader's understanding of how employee relationships should be handled in order to build a healthy corporate culture

Building Tomorrow's Leaders Today Michael A. Genovese, 2013-12-04 This book focuses on leadership what it is how it works and how complex multi layered and multi

dimensional it is and how it will change in the years ahead If we are to build tomorrow s leaders today we need to anticipate what skills temperaments and specific competencies will be valuable as we face future needs If the past is a predictor of the future the world of tomorrow will be characterized by rapid change new technology greater diversity increased globalization and the need for lifelong learning As a political scientist and presidential scholar Michael Genovese incorporates a wide range of disciplinary perspectives and research on leadership in this book to give students practitioners and leadership scholars a welcome and engaging look to the future

Strategic Church Frank Damazio,2012-09-14 Today s church world is complex with an array of church and leadership models that can cause confusion rather than bring clarity It s no wonder that some leaders can lose sight of the church they is commissioned to build Strategic Church will help pastors and leaders refocus on visioning and building a faith community that is biblically based and spiritually transformative helping people become fruitful disciples of Christ Readers will uncover principles from the church Jesus built and find out how to apply these strategies to their local context Strategic Church offers road tested tools and proven principles for building a life changing church in a complex culture

Christians in Active Politics Yokoniah Mvula,2022-09-16 Some Christians may be uncomfortable to think of Jesus as being political since the word politics or political has evolved to have negative overtones and connotations in our world today particularly in Africa where this monograph from the Department of Theology and Religious Studies of the University of Malawi has originated Christians often argue that their commission or job description does not include the political process which is the way a society conducts its public affairs However Jesus beginning with his temptation as in the gospels of Matthew and Luke showed the people who would follow him what it means to do God s will The third temptation conceived of in this study as a political temptation for power is the rational behind the arguments made in this study which begins by positing that the message of Jesus was not politically neutral and therefore Christianity as a super culture must be active in all sectors affecting social concerns if it is to truly be the change agent who Christ believes it to be It goes on to define and describe what it means to say that the message of Jesus was political and lays out the biblical theological ethical and experiential rationale for Christians active participation in the secular political arena

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