



# Build Adaptive Leaders & Teams

*"Effective leaders realize that they have influence and can make a difference. They focus on results and the future. They lead by example, they understand that values drive commitment, and they realize that they can't do it alone. Equip your leaders to be lifelong learners who listen more than they talk, to be naturally curious, and to wonder where God might be leading them." - Jim LaDoux*

## 5 Traits of Adaptive Leaders

1. **Nimble and self-aware.** They are willing to make course corrections when needed.
2. **Purposeful and proactive.** They've named the win, have a plan for winning, and do what matters.
3. **Team players.** They recognize their teammates' talents, share in each other's successes, learn from their mistakes, and find new ways to excel.
4. **Present and pay attention to results.** They look for emerging opportunities and anticipate the future.
5. **Trustworthy and trust others.** They continually build trust and teamwork.

## 8 Leadership Practices

1. **EMBODY** the way through their words, attitudes, and actions.
2. **ENVISION** a preferred future and reinforce it through storytelling and short-term wins.
3. **ENLIST** help from other people based on their gifts, passions, perspectives, and connections.
4. **EVALUATE** your processes related to assumptions, priorities, and practices.
5. **ENABLE** others to act by providing clarity, training, resources, and accountability.
6. **EMPOWER** leaders to take consistent action and set 30-day goals.
7. **ENCOURAGE** the heart as you celebrate people's contributions.
8. **EXPERIMENT** with new approaches to ministry, aware of the constantly changing ministry landscape.

## 5 Tips for Church Leaders

1. **Stop running your church.** Leave that to staff and lay volunteers. Healthy congregations need leaders who understand that their primary role is to tend to the "ends" (a congregation's mission and vision) and its "means" (set policies that provide clarity about how the ends may be achieved). Leaders focus on the "big picture" rather than immersing themselves in the minutiae of daily operations.
2. **Embrace risk and change.** Stop avoiding, minimizing, or managing risk. Rethink when, where, and how ministry happens; and how technology can facilitate ministry efforts. Be willing to adapt to changes occurring in society.
3. **Get smart about how churches work.** Remove unnecessary barriers that hinder mission, slow down decision-making, and reduce people's capacity to act. Rethink structure and staffing systems.
4. **Be curious, lifelong learners.** Increase your knowledge and skills related to forming faith, casting vision, marketing ministries, developing leaders, addressing conflict, and facilitating change. Build education into your meetings.
5. **Ramp up your preparation and performance.** Lack of preparation by leaders is irresponsible. Leaders must make informed decisions, pay attention to results, and constantly measure your ministry effectiveness. Track member involvement in the community, the number of guests that come to weekly worship, the number of adult baptisms every year, the number of giving units, and giving per household. Pay attention to what people talk about in your community.



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