

THE ALGORITHM TO
TRUSTWORTHY
LEADERSHIP

Dr. Roosevelt Ethridge – The Global Leader

“There is no Frederick Douglass without the Abolitionist movement. There is no W. E. B. Du Bois without the Pan-Africanist, international workers’, and Black freedom movements. There is no Martin Luther King Jr., without the anti-imperialist, workers’, and civil rights movements. There is no Ella Baker without the anti-US-apartheid and Puerto Rican independence movements. There is no Malcom X without the Black Nationalist and human rights movements. And there is no Ida B Wells without the anti-US- terrorist and Black women’s movements.

Cornel West – Black Prophetic Fire

“Black leadership of old was willing to renounce petty pleasures and accept awesome burdens. Tremendous sacrifice and painful loneliness sits at the center of who they were and what they did.”

Cornel West – Black Prophetic Fire

WHAT IS
AN
ALGORITHM
HM?

A step-by-step

procedure
for solving
a problem

or

accomplishi



TRUSTWORTHY LEADERSHIP

worthy of confidence : **DEPENDABLE**

i.capable of being trusted or

depended on: **RELIABLE**

1.insert a video about undependable



The Iron Rule is “Never do for others what they can do for themselves.” If you want people to take charge of their own situation and to solve their own problems, the way to do that is not for you to determine the solution to their problems and implement it. All that will do is create dependency.

Robert Linthicum – Building a People of Power

THE POWER OF EMPAT



Empathy is the action of understanding, being aware of, being sensitive to, and vicariously experiencing the feelings, thoughts, and experience of another of either the past or present without having the feelings, thoughts, and experience fully communicated in an objectively explicit manner

Most people do not know how to receive empathy. People who have never embraced love will reject help in most cases.



Sympathy Vs Empathy

Sympathy is a feeling of sadness or pity felt for another person.

Empathy is a one-on-one connection because of a deep understanding that comes from sharing an emotional

“When the people have to manage dangers from inside the organization, the organization itself becomes less able to face the dangers from outside. When we have to protect ourselves from each other, the whole organization suffers.”

Active Listening

- Be Curious – Genuine Interest
- Ask Good Questions
- Avoid asking yes/no questions -closed-ended questions
- Don't jump into a conversation too quickly
- Anchor yourself to the subject and don't get distracted
- Don't chase rabbit trails
- Avoid throwing out unrelated topics
- Avoid insults
- Stop Making Up Stories
- Don't Make a Big Deal Out of Being Wrong



**TEAM BUILDING CAN BE
DYSFUNCTIONAL, DEFICIENT,
AND UNETHICAL WITHOUT
EMPATHY.**

Low Emotional Intelligence

Aggressive
Demanding
Egotistical
Bossy
Confrontational

Glib
Selfish
Impulsive

Resistance to Change
Passive
Unresponsive
Slow

Critical
Picky
Fussy
Perfectionistic

High Emotional Intelligence

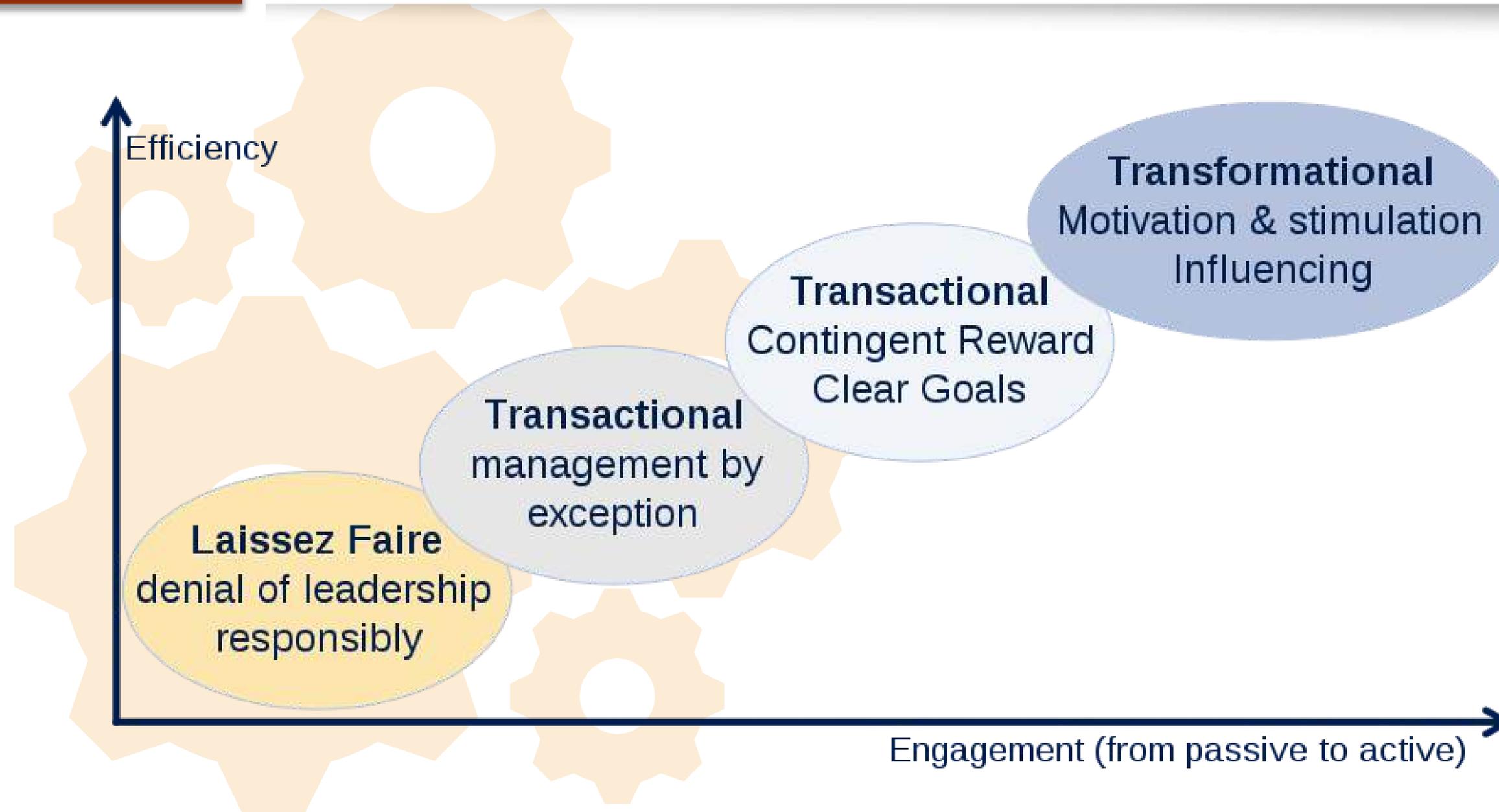
Assertive
Ambitious
Driving
Strong willed
Decisive

Enthusiastic
Sociable
Persuasive

Patient
Stable
Predictable
Consistent

Detailed
Careful
Meticulous
Neat

Traditional Styles of Leadership



Leadership Styles

- Coach
- Visionary
- Servant
- Autocratic
- Laissez-faire
- Democratic
- Pacesetter
- Transformational
- Transactional
- Bureaucratic
- Servant

Servant Leadership

Servants Leaders dominant attribute is service.



Servant Leadership Resistance

Fear of not
being
Respected

Fear of Losing Vision

Fear of being
Acknowledge
d

Fear of making
familiar people
unhappy.

Fear of people
quitting.

Fear of sub-
leadership
excelling.

A photograph of a running track in a rural landscape at sunset. The track is in the foreground, with lanes numbered 1 through 6. The track leads into a grassy field with rolling hills in the background. The sky is filled with dramatic, colorful clouds in shades of orange, yellow, and blue. The overall mood is serene and inspiring.

KNOW YOUR LANE

- Learn how to win in the lane that you have been assigned.

OUR VALUES

MISSION

VALUES

VISION



KNOW YOUR TEAM

A group of football players in red jerseys are celebrating on the field. They are huddled together, with some players pointing upwards and others high-fiving. The background is a blurred crowd of spectators in a stadium.

- **Fans**
- **Nonfans**
- **People needing to be Entertained**
- **Workers**
- **Commentators**
- **Journalist and Photographers**
- **The Team**

“Knowing your WHY is not the only way to be successful, but it is the only way to maintain a lasting success and have a greater blend of innovation and flexibility. When a WHY goes fuzzy, it becomes more difficult to maintain the growth, loyalty, and inspiration that helped drive the original success.”

Simon Sinek – Start with Why

A Healthy Vision Needs Four
Components:

Commitment Movement

Leader Development

Proper Placement

People who are stuck in their own box will make comparisons and contrast against others

as such

How I See Myself	How I See Coworkers
Victim	Lazy
Hardworking	Inconsiderate
Important	Unappreciative
Fair	Insensitive
Sensitive	Fakers
Good Manager	Lousy Managers
Good Worker	Lousy Workers

People who think like this usually carry one or more of these attributes:

Lack of Commitment

Lack of Engagement

Troublemaking

Conflict

Lack of Motivation

Stress

Poor Teamwork Bad

Attitudes

Misalignment Lack of

Trust

Lack of Accountability

Three Kinds of People Problems

- i. Differences
- ii. Misunderstandings
- iii. Personality Traits

Unhealthy Loyalty will under mind the mission, the message, the ministry, and sabotage relationships.

Narcissistic Leadership

- a. Narcissism is extreme self-involvement to the degree that it makes a person ignore the needs of those around them. While everyone may show occasional narcissistic behavior, true narcissists frequently disregard others or their feelings. They also do not understand the effect that their behavior has on other people.
- b. Manipulative Behavior
- c. Another common trait of narcissism is manipulative or controlling behavior. A narcissist will at first try to please you and impress you, but eventually, their own needs will always come first.
- d. When relating to other people, narcissists will try to keep people at a certain distance in order to maintain control. They may even exploit others to gain something for themselves.

One of the most common signs of a narcissist is a constant need for praise or admiration. People with this behavior need to feel validation from others and often brag or exaggerate their accomplishments for recognition. They also like to feel appreciated to boost their ego.

6 Kinds of Reactions in Relationships –

Roberta M. Gilbert (Extraordinary Relationships)

Conflict Distance Cutoff

Over functioning / Under functioning

Triangles

Repetition

6 Kinds of Reactions in Relationships –

Roberta M. Gilbert (Extraordinary Relationships)

a. Conflict

- i. Become Critical when anxiety is high
- ii. Become embroiled in blame for perceived problems
- iii. Project their own problems on other People
- iv. Focus more on the other than on the self
- v. Behave abusively

b. Distance

- iii. Excessive period of noncommunications when one is emotionally reactive
- iv. Workaholism
- v. Overuse of substances such as alcohol
- iv. Excessive Time Spent on Hobbies
- vi. A tendency to be quiet when anxiety rises
- vii. An inability to relate to some of the people in one's immediate or original family.

6 Kinds of Reactions in Relationships –

Roberta M. Gilbert (Extraordinary Relationships)

a. Cutoff

- i. Cutoff is a distant posture carried to the extreme, a nonfunctioning relationship.
- ii. Cutoff develops as an attempt to adapt to intense chronic and acute anxiety in the system.

b. Over functioning / Under functioning

i. Overfunctioning

- 1. Advice-giving
- 2. Doing things for others that they could do for themselves
- 3. Worrying About Other People
- 4. Feeling Responsible for others, knowing what is best for them.
- 5. Talking more than listening
- 6. Having goals for others that they don't have for themselves
- 7. Experiencing periodic, sudden "burnouts"

ii. Underfunctioning

- 1. Asking for advice when what is needed is to think things out independently
- 2. Getting others to help when help really is not needed
- 3. Acting Irresponsibly
- 4. Listening more than talking
- 5. Setting goals but not following through with them
- 6. Becoming mentally or physically ill frequently

6 Kinds of Reactions in Relationships –

Roberta M. Gilbert (Extraordinary Relationships)

a. Triangles

- i. Talking against the boss, the minister, or the teacher to people other than the boss, the minister, or the teacher.
- ii. Gossiping or talking about someone who is not present
- iii. Having an Affair
- iv. Taking interest in other people's problems
- v. Thinking more about a child or others than one's marriage or oneself.

b. Repetition

Working with People

The Team-Building model

1. History Sharing
2. Affirming
3. Goal Setting
4. Celebrating

Working with

Goals/Objectives

The Meeting Management model

1. Evaluating
2. Creating
3. Deciding
4. Implementing

Phases For The Planning Process

Opening (Own-It) Problem (Define-It!)

Solutioning (Determine and choose alternatives) Commenting (Make commitments)

Forgiveness vs. Guilt

If we live out **forgiveness**, we can solve problems and focus on living and serving (a theology of grace).

If we live out of **guilt**, we will struggle with symptoms and focus on finding relief (a theology of works).

Areas of Administration Administering The
Congregation Administering Committees and
Teams Administering Volunteers
Administering Special Team or Unit for Ministry
Administering Ministry Meetings Administering
Personnel Administering New Ministries

Q & A

Roosevelt Ethridge – The Global Leader