

## Connection with People

<b><u>Activity:</u></b>	<b><u>Duration</u></b>
Dinner and Fellowship	<b>45 Minutes</b>
Teach the lesson "Leaders Value Relationships"	<b>60 Minutes</b>
Discussion of <i>Be a People Person</i>	<b>75 Minutes</b>
Complete "My Leadership Relationships"	<b>30 Minutes</b>
Prayer Time	<b>30 Minutes</b>

### ***Leader Notes:***

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1. When teaching the **Lesson** on *Leaders Value Relationships*, let your love and passion for people bleed through. This is caught more than taught. Tell stories. This is a long lesson; you may want to edit it a little.
2. John Maxwell's book, *Be A People Person*, is valuable because it is directed to leaders, integrates scripture, and delivers practical principles. The key here is how well the guys apply the book's simple and practical principles. Don't attempt to cover all the questions in the **Application Guide**; choose the most relevant to the group discussion.
3. At the start of Chapter 1 on the **Application Guide** is an ask of the wives to participate by emailing you her response to a question about "The Golden Rule" and how well her husband lives this out at home. Of course, if you send the monthly emails, the wives see it there too.
4. Take about 5 minutes for each guy to fill out "My Leadership Relationships." Call attention to two things: First, there should be at least one name in every section; second, the "legacy" section is often the weakest and needs to, over the years, become the strongest. Who are the guys "investing" their lives into? Maybe a college student, maybe mentoring another guy in spiritual growth, or perhaps coaching a co-worker in the business arena. It doesn't need to be formal or complicated. But encourage the guys to begin investing.
5. Next month's project is huge. In many ways the largest of the year, and for most of the guys, it will not be completed in its final form in 30 days. The assignment is **to pray, process, and write their purpose statement**. This is a one-sentence declaration that they sense God's blessing as their life purpose. This is not a general or "universal" purpose such as: "love God and serve mankind." It is a unique purpose that God designed just for them. Their unique purpose is to answer that grand

question: Why has God placed me here? What has He created me to do? (Note: for the guys who are not yet consistent in their walk with God, this will be even more challenging. It is the ability to hear from God that makes this process feasible. Some men spend their entire life and never figure this out, so give the guys room. Many of the guys may spend the rest of the year or longer working on it. But let the guys know that no matter what, they are to come next month with at least **a start on their purpose statement.**)

6. Hand out copies of Visioneering by Andy Stanley and the **Application Guide** "Living On Purpose." Also, give a copy of "To Help You Discover Your Life Purpose" (one page of questions).

## Lesson

### Leaders Value Relationships

*Leadership is the art that changes the world. Jesus is the reason the world changes for the good, and the Holy Spirit is the power we need to lead according to God's will and not our own. With all this as wind beneath our wings, the prime ingredient that makes it all work is an ability to work with people.*

*If it weren't for people, leadership would be easy.*

**The success of our relationships is based largely on what we as leaders value as we relate to people.**

*Insert illustrations*

#### I. Godly leaders value **trust** over **power**

*To be trusted is a greater compliment than to be loved.*  
George MacDonald

*Want of trust is at the root of almost all our sins and all our weaknesses.*  
J. Hudson Taylor

Leadership is influence, and influence is power.

Jesus has warned us about not misusing our power.

**Subtle misuses of power:** (seldom are misuses blatant)

- *Withholding information to keep the upper hand.*
- *Using God as clout or leverage.*

*Insert illustration*

- *Communicating mixed messages to manipulate the situation.*
- *Taking advantage of a good principle like "team spirit" or "positive attitude" to silence people's complaints, disagreements, or even feelings.*

**Power is not evil. It becomes either good or evil in the hands of the person wielding it — the leader.**

*Insert illustration*

Jesus had power (Authority), more than anyone who has ever lived. But he always used it appropriately and according to his Father's will, not his own agenda.

*Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. Mark 10:42–44*

The issue of power is therefore defined by motive.

Listen to these names...what do you feel? (Not think, what do you feel?)

**Remember, followers feel first and think second.**

- Joe Biden
- Donald Trump
- Kevin Myers
- Elon Musk
- Bill Gates
- Lance Armstrong
- Pete Rose

Trust is everything!!

*To aspire to leadership is an honorable ambition. 1 Timothy 3:1 (NEB)*

*Are you not seeking great things for yourself? Do not seek them. Jeremiah 45:5*

Trust is at the core of the power or authority issue.

Many of us have grown up in an age where trust has been broken, abused, or violated because of a misuse of power.

- In the home            Parents (heavy-handed)
- Government           Politicians (underhanded)
- Even in the church   Pastors...Leadership

**A.** Trustworthiness is the foundation of trust.

It is based on 2 keys:

1. ***Character*** (who you are as a person)

## 2. **Competence** (what you can do)

If you have faith in my character but not my competence, you still won't trust me (and vice-versa).

*Insert illustration*

### B. Trust is the emotional **foundation** of a relationship.

When power (influence) has been abused, trust is broken.

When trust is broken, the relationship is damaged

Ask: Have you ever experienced a leader breaking trust? Have you broken trust?

### C. Enhancing trust:

#### 1. **Consistency**

In behavior, thoughts, moods, etc.

No one wants to be around someone whose emotions cause you to walk on "eggshells."

*Insert illustration*

#### 2. **Integrity**

Doing what you say you'll do.

Being who you say you are.

#### 3. **Mutual** exchange

You must give trust to receive it. Leaders go first.

*Insert illustration*

## II. Godly leaders value **grace** over **law**

Grace is truly a gift of God; we have all received it and are wise to give it in liberal doses.

- Pulled over for speeding? – Officer lets you off.
- Late payment on something? – Company knows and lets it go
- You said something in anger? (hurtful) They respond: "Don't worry about it."

Doesn't grace feel good?

And when you know you deserve the law, it not only feels good, but you can't help but be grateful.

Jesus showed us how to meet the needs of those who desperately need grace, not law.

Woman caught in adultery: "go and sin no more" John 8:1–11

Grace — yes, but...cannot toss the "law" out — there are consequences

A leader in no way condones sin but is compassionate toward the person who finds themselves in a tough situation.

*Insert illustration*

Sometimes this grace is demonstrated through tough love for the other person's highest good.

- Someone not bailing their son/daughter out of jail.
- Sometimes letting someone go from staff.

In whatever situation — the core of the issue is that God's heart is always about choosing grace over law.

We must follow His example (that is — His desire).

Read Ezekiel 18:30–32

Pursuing Grace

**A.** Do not **judge** but believe the best.

Make sure you know all the facts.

**B.** Keep their best interest your highest agenda.

**C.** **Forgive** quickly and thoroughly.

*Insert illustration*

*Bear with each other and forgive whatever grievances you may have against one another.*

*Forgive as the Lord forgave you. Colossians 3:13*

*Be kind and compassionate to one another, forgiving each other, just as Christ in God forgave you. Ephesians 4:32*

As a leader, you are guaranteed to be misunderstood, wronged, or even taken advantage of. We are not to whine or complain; our responsibility is to forgive.

Make sure your forgiveness is authentic, not simply pious or dutiful motions.

Signs that forgiveness has taken place:

1. Your heart is clear, and you no longer **dwel** on the matter.
2. You do not confront the person with the **same** issue again.
3. You do not talk with **others** about the situation.

All three occur *after* forgiveness has occurred; note the importance of forgiving quickly.

### III. Godly leaders value **giving** over **receiving**

Giving is at the core of what leaders do.

*Insert illustration*

*No person was ever honored for what he received.*

*Honor has been the reward for what he gave.*

*Calvin Coolidge*

*Giving is a part of life and should start whenever our financial life starts. One must not wait until he makes big money to start giving. Few men who wait to give ever really give. Giving is part of building a whole life. My dear friend Maxey Jarman had given millions of dollars to Christian causes. In the latter part of his business life he had some reverses. During this temporary period I asked him if he ever thought about the many millions he had given away, now that he was not as wealthy. He replied, "Of course I have, but remember I never lost a dollar of money I gave. I only lost what I kept."*

*Fred Smith*

*You know we never used flattery, nor did we put on a mask to cover up greed — God is our witness. I Thessalonians 2:5*

#### A. Two sides of **greed**.

1. Always wanting more.
  - The size of your home (the real issue is "more," not size)
2. Unwilling to share what you have.

Generosity comes from a heart of gratitude. It's an overflowing expression of thanks for God's blessings. It has nothing to do with the amount of blessing but your attitude toward what you do have.

**B.** Cultivating a **generous** spirit.

1. Take inventory of all that you have.
2. Practice giving gifts without a reason.

#### **IV. Godly leaders value **joy** over **seriousness****

Leaders must learn the art of being passionate about what they do without sucking the life out of the party.

**A.** Don't take yourself too seriously.

People migrate toward leaders who are joyful and positive.

This doesn't suggest irresponsibility...

**B.** Know the difference between **intensity** and being intense.

- *Intensity is needed for the vision*
- *Intense no one wants to be around an intense person*

**C.** People need and want to **have fun**.

*Insert illustration*

#### **v. Godly leaders value **initiative** over **passivity****

**A.** Leaders don't **wait** for people to approach them.

- *Pursue productive relationships.*
- *Pick up the phone and dial — not wait for the phone to ring.*
- *Pray about people's possibilities and opportunities.*

**B.** Leaders make the first move to mend a **broken** relationship.

- *Spouse*
- *Boss*
- *Friend*

- *Employee*

C. Leaders will move on from a relationship with someone who **refuses** to engage.

Tough. Not mean. Intentional.

*It's about wise investment.*

## VI. Godly leaders value **change** over **comfort**

Spiritual leaders invest their efforts as a catalyst for life change. They simply do not settle for "hanging out."

*Even if you are on the right track,  
you'll get run over if you just sit there.  
Will Rogers*

Discussion: Why is change so difficult?

*Insert illustration*

A. Approach people on an intentional platform.

You have an agenda, but it's for the people's good.

You will be much bolder in your recruiting and leadership in general when you are confident that what you are doing is in the person's best interest.

*Insert illustration*

But an opportunity to express gratitude to God and mature through service.

Know what you want and where you are headed.

- Followers "hang out" looking for good **fellowship**
- Leaders "dig in," looking for good **results**

B. Becoming a "change agent."

1. **Know** the people you serve.

Ask to hear their life story

2. Talk to **God** about what He wants for the person's life.

3. Take the first step for each person to grow to the "next level."

## VII. Godly leaders value **authenticity** over **self-protection**

Be yourself! Be honest!!

Leaders are very human, and followers know it, so let's not pretend to be anything that we are not.

*But he said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me. II Corinthians 12:9*

Bottom line: Be Real!

*Insert illustration*

I love asking Christian leaders what their favorite "free time" thing to do is.

What is your favorite thing?

- A.** When we hide our real selves from people, we short-circuit the fullness of relationships.
1. You **waste energy** protecting the real you or trying to be someone else.
  2. You **undermine** your own leadership potential.

REVIEW: Heart → Connect → Trust → Follow

3. No **meaningful**, deep relationship can be developed.

**B.** Remember that people like you **best** when you are yourself.

The person God designed you to be.

## VII. Godly leaders value **people** over **projects**

Spiritual leaders care for and nurture the people they lead.

*People don't care how much you know  
until they know how much you care.  
John Maxwell*

Encouragement is 51 percent of leadership.

- A.** You must **believe** in the people you lead.
- B.** Invest heartfelt encouragement in the people for whom you are responsible.
  1. **Slow down** enough to notice their needs.
  2. Pray for them.
  3. Write short notes to lift their heart and give positive direction.
  4. Always encourage with a **sincere** heart.

# Application Guide

## Be a People Person

John Maxwell

### Chapter 1 What draws me to people?

(Understanding the qualities you enjoy in others)

1. Matthew 7:12 is popularly known as the Golden Rule.

Ask your wife to email your group leader her honest but also encouraging experience of how well you live out the "Golden Rule" at home.

A. Of the following five qualities, which one do you appreciate receiving from others most?

- *Encouragement*
- *Appreciation*
- *Forgiveness*
- *Listening*
- *Understanding*
- *Other* \_\_\_\_\_

B. Which one do you give to others the best?

- *Encouragement*
- *Appreciation*
- *Forgiveness*
- *Listening*
- *Understanding*
- *Other* \_\_\_\_\_

C. Which one do you most need to improve?

- *Encouragement*
- *Appreciation*
- *Forgiveness*



4. Which of the roadblocks to charisma do you most need to overcome?  
(Circle one or two.)

Pride

Insecurity

Moodiness

Perfectionism

Over-sensitivity

Negativity

### Chapter 3 How to be confident with people

(Learning to feel comfortable with others)

1. Why is confidence so important for a leader?

2. Rate your own "people confidence."

1      2      3      4      5      6      7      8

Weak

Strong

3. From where/who do you draw your confidence?

4. What steals your confidence from you?

5. How do you gain your confidence back?

## **Chapter 4 Becoming a person people want to follow**

(Developing the qualities of an effective leader)

1. Describe the kind of leader *you* most want to follow.
2. What is the role and significance of trust in a relationship?
3. How do you know you are called to lead?
4. Are you committed to giving more than you receive in your primary relationships? How do you sustain being a "giver" over the long haul?

## **Chapter 5 Motivating people for their benefit**

(Developing the art of drawing out the best in people)

1. How do you know when you are leading according to your agenda or for the benefit of others? (This is often a fine line.)
  
2. Of the seven principles listed in the chapter regarding motivation, which do you believe is the most important, and why?
  - Know what you are trying to accomplish
  - Put yourself in the other person's shoes
  - Expose the problems immediately
  - Be prepared to take a risk
  - Appeal to the higher vision
  - Know when to stop
  - Cover the topic with enthusiasm

Describe why...

## **Chapter 6 How to be a person that people respect**

(Understanding the value of your character and competence)

1. We know that the higher you rise in leadership, the fewer options you have. Why is this true, and why does it matter?

**2.** Briefly answer each of the following questions:

Are you a leader others can trust? Why should others respect you? The following questions will give you good insight into your trustworthiness and ability for others to respect you.

- a) Is your personal walk with God current and vibrant?
- b) Are you keeping your priorities straight?
- c) Are you asking yourself the tough questions?
- d) Who are you accountable to?
- e) Are you sensitive to what God is saying in the body of Christ?
- f) Are you overly concerned with your own image-building?
- g) Do you tend to be a loner in your Christian service?
- h) What are your major relationship weaknesses, if any? Any weakness that would affect the quality of your relationships with others and your level of influence as a leader.

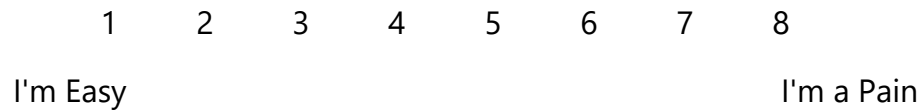


### Chapter 8 Loving difficult people

(Understanding and helping difficult personalities)

1. What is the significance of self-perspective when it comes to dealing with difficult people?

2. Consider your own personality; are you difficult to get along with? Explain.



3. What one thing is most helpful to you in successfully dealing with difficult people? Why?

### Chapter 9 How to be a person who can handle criticism

(Learning to use confrontation as an opportunity to grow)

1. Review the ten tips for taking criticism:

Which 2 are you strong in, and which 1 do you need to improve?

**Strong**

- 1.
- 2.

**Needs Improvement**

- 1.

## Chapter 10 Being a person people trust

(Building integrity into your relationships)

1. Are you the same person in public as you are when no one is looking?

1      2      3      4      5      6      7      8

Not Usually

Always

If you did not circle 8, describe briefly why.

2. When you say you will do something, can people count on you to do it and in a timely fashion?

1      2      3      4      5      6      7      8

Not Usually

Always

3. If a leader breaks trust with a person, can he repair and rebuild it? How?

4. Why is it important for you to be yourself with others?

# My Leadership Relationships

Date: \_\_\_\_\_

## MODELS

(People who live the way you'd like to live)

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## INNER CIRCLE

(Those closest to you)

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## HEROES

(People who you look up to and admire)

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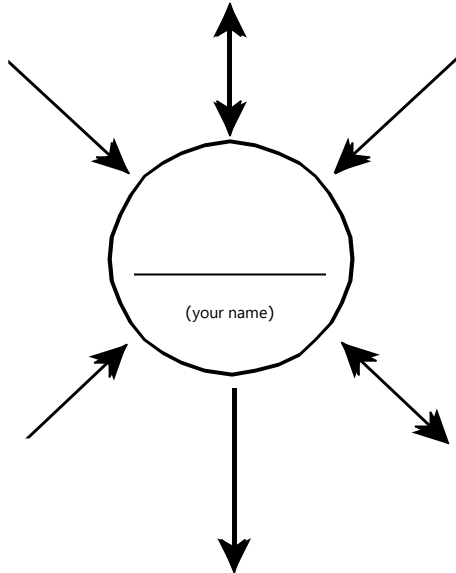
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## MENTORS

(People who coach you)

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## PEERS

(Fellow travelers with you)

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## LEGACY

(Those you invest yourself into)

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