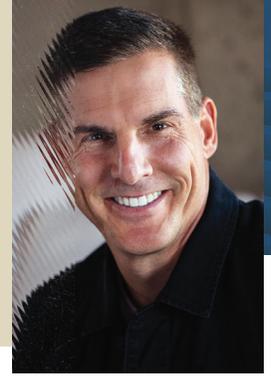


# Lead Like **It Matters**

## Craig Groeschel

+ Founder & Senior Pastor, Life.Church



Globally recognized as a leader of leaders, Groeschel is the founder and senior pastor of Life.Church, rated the #1 place to work in 2021 for small and mid-size companies by Glassdoor, and the innovative creator of the *YouVersion Bible App*. On behalf of The Global Leadership Summit, he advocates to build leaders in every sector of society. He is a *New York Times* best-selling author and the host of the top-ranked *Craig Groeschel Leadership Podcast*. His latest book is *Lead Like It Matters*.

Craig Groeschel, Founder and Senior Pastor of Life.Church, invites you to grow your leadership by diving into three leadership paradoxes which are contradictory leadership qualities that together, create a synergy of undeniable leadership impact.

## Lead Like *It Matters*

You might recognize that a certain leader is a passionate visionary with relentless focus. They're value-driven and people-centered. This leader has "it."

**The Bad News:** Even if you have "it" now, you may not always keep "it."

**The Good News:** If you don't have "it" yet, you can get "it."

As a team, discuss:

- What does "it" look like in your organization? In your team?
- Have you had "it"? Have you lost "it"?
- What role do you play in keeping "it"?

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## **The Paradoxes of Leadership**

Craig defines a Leadership Paradox as contradictory leadership qualities that, together, create a synergy of undeniable leadership impact.

1. Confident—Humble
2. Driven—Healthy
3. Focused—Flexible
4. Optimistic—Realistic
5. Direct—Kind
6. Empowering—Controlling
7. Urgent—Patient
8. Frugal—Abundant

Take time to reflect, what are your overall insights about these paradox leadership qualities? Have you found it to be true with effective leaders you know? How is it true in your life?

## **Be Confident and Humble**

Craig describes a leader with “it” having both confidence and humility.

Reflect on the following questions, and if you are with a team, take some time to discuss the following questions together:

- Describe a leader you have seen rooted in humility and having confidence?
  
  
  
  
  
  
  
  
  
  
- In what ways did you see them live out this leadership paradox well?

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Craig challenges us to grow in both confidence and humility. Reflect on how can you step outside your comfort zone to grow in confidence or humility? What part can your team play to encourage this?

After reflecting, take time with your team to share with each other ways you could support growth in each other.

## **Be Driven and Healthy**

Craig describes a leader with “it” having both drive and health.

If you are with a team, take some time to discuss your thoughts on the following questions:

- Are you driving for too much? Leading outside of your gifts? Do you need to delegate something? Do you need to reprioritize or cut something?
  
- Are you recovering well? In what ways do you best refuel?
  
- How can you raise your tolerance for work and stress? Who can you invite into your circle for support while you stretch and increase your work tolerance? What area of your work could use additional drive?

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Take some time to reflect on your responses and consider what your next step would be. Write it out in the space below.

## Be Focused and Flexible

Craig describes a leader with “it” having both focus and flexibility. If we aren’t ruthlessly focused, we’ll never get “it.” And if we aren’t flexible, we won’t keep “it.”

Reflecting on your leadership, in what circumstances or in what specific ways could you be more flexible? Note your responses below.

## Focus Exercise

Either on your own or as a team, take time to review all your team is working on, and how the four tiers of effectiveness might help you to clarify your focus.

4 Tiers of Effectiveness		Team Responsibilities
<b>Tier 1</b>	Absolutely mission critical	<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul>
<b>Tier 2</b>	Very important and strategic	<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul>

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4 Tiers of Effectiveness		Team Responsibilities
<b>Tier 3</b>	Meaningful, but not essential	<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul>
<b>Tier 4</b>	Externally initiated and often a lower priority	<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul>

## Wrap It Up

After reflecting on all three leadership paradoxes, which ONE can you choose to more deeply integrate into your leadership? (Put a check next to the one you chose.)

- Be confident and humble
- Be driven and healthy
- Be focused and flexible

## Act

Commit to one thing you can do different as a result of this talk.