

LEADERSHIP LAB

Moving from Individual to Example

- Today we're going to talk about Modeling.
- **ILL: BONCHON OPENED ON MONDAY.** Bonchon is the world's greatest fried chicken. It's double-fried. It's so crunchy. Like as crunchy as crème brulee. I was the third customer. They have a Facebook page, but never responded to people. I told the manager about it and he was quick to fix it.
- The greatest way to lead others is by your own personal example.
- Jesus is God modeling for us.
- Jesus was bringing the culture of the Kingdom of God here on earth.
- Through the authority of God, He was able to change the culture on earth.
- Your personal example as a leader cannot be under-estimated.
- A leader cannot expect other people to do what they are unwilling to do themselves.
- If you want people to be (fill in the blank) , then you must be willing to do it too.
- People will only rise as high as the leader.
- If everyone on the team did just like you, what kind of team would you have?
- Your example is SO IMPORTANT because the leader sets the culture.
- Culture is what you do, not what you say.
- You cannot create culture, because you ARE the culture.
- Culture is what we see the leader do.
- Changing culture is a slow process because people had to see us model for them what we want the culture to become.
- The work environment—designing what is on the walls, what the cleaning standards are—the place where your team does their thing, is critical to the culture. If you expect a high level of excellence, but you do the work in a less-than-excellent environment, you will produce a culture of less-than-excellent.
- To change the culture, you must change the behavior of the leader.

Four ways we can change the culture through modeling:

- 1. Own the problem.** You cannot blame others for the problem that's in the organization. Any problem that exists is the problem for the leader. That's why you're the leader...TO LEAD!
- 2. See if you need to change your behavior.** Do you need to change the way you are living in front of others? Have you been a source of culture to pull the organization down and magnify the problem rather than reduce it.
- 3. Change.** Do stuff differently.
- 4. Model consistently.** People will see you and culture will change over time. Keep doing it!