



PREPARE MODULE #1

LEADER:: CAMPUS OPS | EASTSIDE CHRISTIAN CHURCH

COMPETENCY: Provide a safe, secure, and orderly environment.

OBJECTIVE: Encourage the team to take responsibility for the safety, security, and organization of environments, as well as for the well being of our guests.

For leaders in Guardian Ministries and Medical Response Teams, think about these assignments and questions from a perspective that is familiar to your specific types of responsibilities. Or, for leaders in Hospitality and Facilities, approach these assignments and questions from the perspective of those areas of ministry and customer service.

ASSIGNMENTS in this Module:

- Assignment 1 // Read John 10:7-13 and answer the corresponding questions.
- Assignment 2 // Complete the Venn diagram on "Safe vs Unsafe" and respond to the questions that follow.
- Assignment 3 // Read Kevin Eikenberry's article, [What Leading by Example Really Means](#), and respond to the questions that follow.
- Assignment 4 (On your own time, during your week) // Reach out and shadow/observe 1-2 people that you have on your "lead by example" list from Assignment 3.

ASSIGNMENT 1 (read the scriptures below, and answer the questions that follow)

John 10:7-13 (NIV)

⁷ Therefore Jesus said again, "Very truly I tell you, I am the gate for the sheep. ⁸ All who have come before me are thieves and robbers, but the sheep have not listened to them. ⁹ I am the gate; whoever enters through me will be saved.^[a] They will come in and go out, and find pasture.¹⁰ The thief comes only to steal and kill and destroy; I have come that they may have

life, and have it to the full.¹¹ “I am the good shepherd. The good shepherd lays down his life for the sheep.”¹² The hired hand is not the shepherd and does not own the sheep. So when he sees the wolf coming, he abandons the sheep and runs away. Then the wolf attacks the flock and scatters it.¹³ The man runs away because he is a hired hand and cares nothing for the sheep.

QUESTIONS:

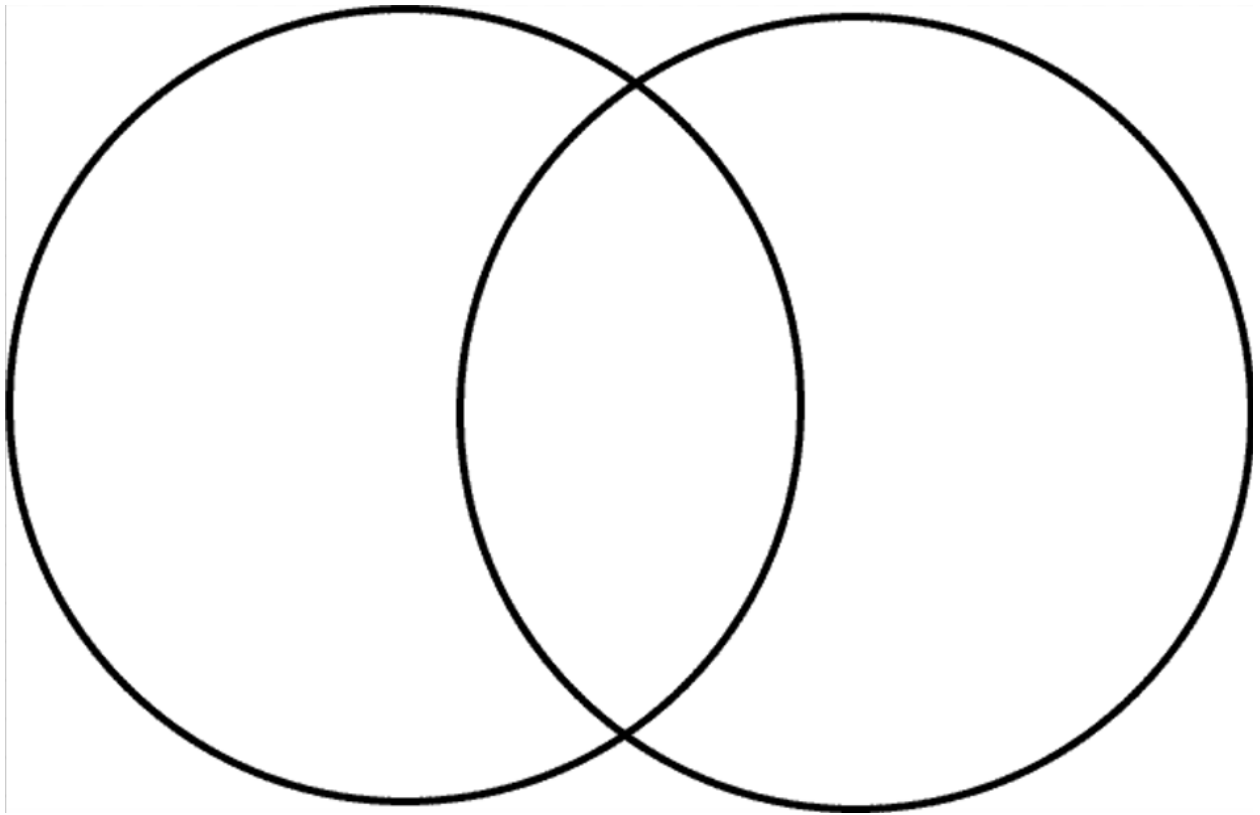
1. What are three things that make you feel secure in your surroundings? (Home, workplace, school, etc.)
2. Create a table with two columns, and along the top write the headers "Owner" and "Hired Hand". What would you say are the differences between an "Owner" and a "Hired Hand"? Create a list of those differences between an "Owner" and a "Hired hand" on the table for comparison.
3. In this passage, Jesus refers to himself as the "gate for the sheep". What does this imagery represent?
4. Describe some of the safest places you have been. What makes them that way? On the other hand, describe some of the most unsafe places you've been and why you felt differently.

5. *How can we attempt to replicate the security offered in this story during the weekend experience at Eastside?*

ASSIGNMENT 2

A "Venn Diagram" (below) uses overlapping circles to illustrate the logical relationships between two sets of items. Where the circles overlap, there is a commonality, and where they don't overlap are areas where the two items don't share those traits.

On the Venn Diagram below, list "Safe" places in one circle, and "Unsafe" places in the other circle.



QUESTIONS:

1. *As you began to unpack safe and unsafe places, how did they differ? Were there any similarities?*
2. *Name 3 places that you feel safe, and 3 places you feel or have felt unsafe. What makes you feel the ways that you do?*
3. *On a scale of 1-5, with 5 being completely safe, how would you rate the Eastside campus you attend and serve? Why?*
4. *If there was one thing you could do to improve the safety of your Eastside campus, what would it be?*

ASSIGNMENT 3 (read the article below, and answer the questions that follow)

What Leading By Example Really Means

By Kevin Eikenberry

Any discussion of great leaders will include the cliché that the best leaders lead by example. Stated in conversation, everyone will nod and agree. And if you are reflecting personally on the attributes of those you have willingly followed, you will find that common trait too. It seems there is little doubt that we influence others through our actions, especially when we are in a leadership role. The challenge is that it isn't just great leaders who are leading by example – we all are. As a leader/supervisor/manager, people are watching us. They are noticing everything we do – whether it is what we would want them to emulate . . . or not.

Since people are watching and are being influenced by our behavior, for better or worse, it begs a (very) important question:

What is the example we want to be setting?

This might seem like a simple question, but I have found that in practice, it isn't quite that clear; and even when it is clear, it isn't all that easy. If your vision of “leading by example” is creating some sort of cadre of mini versions of yourself, you are misguided. It won't really create the results you desire, even if your behaviors are fully worthy of being followed (besides it is creepy in a b-movie science fiction kind of way).

What “leading by example” should mean is that our actions influence others to behave and respond in ways that we deem valuable and appropriate for our organizational outcomes. In other words, while we need to focus on our behaviors, it isn't for ego purposes, but the organization's benefit.

This is also made more difficult because we have a hard time describing what we really want from others. We talk in high level, vague language that is very difficult to turn into behaviors that can be emulated by others. The hit parade of attributes people say they want in team members includes:

- Engaged and empowered

- Flexible and open to change
- Focused
- Good attitude
- Good work ethic

This is a good list, but what do these things really mean as we work each day?

If you can't answer that question clearly, you can't "lead by example" because you don't know what the example is supposed to be.

In other words, if we are going to lead by example in relationship to that list, we need to know what we really mean, and determine what behaviors create those outcomes. To answer the question implied in my title, let's examine your example as it relates to the five items on the list above.

While I could give you examples of each of these ideals, and what the behaviors would be, that ultimately isn't very helpful to you. Because what these things mean in your organization matter more than what they mean to me. Your ownership of these ideas and behaviors make a difference. So, rather than translating all of these for you, I will give you one example to help you get started.

If you want engagement and empowerment, consider the following behaviors:

- Act like an owner – make decisions based on the highest good for the business and objectives.
- Be proactive, asking what you can do to help or improve a situation.
- Be accountable, recognizing that there is always part of the project or result that you can impact in a positive way.
- Try things in service of the desired goal. And if you make a mistake, own it and learn from it.

While this is just a partial list, it is also my list – how I translate those principles into action. For me, if my team members are engaged and empowered, they are doing these things. Hopefully this short example does three things:

- Gets you to think and clarify what you are looking for from your team

- Gets you to look in the mirror and see if you are delivering those things personally
- Gives you a process for translating what you want into the behaviors that produce it

The “lead by example” cliché is a cliché because it is true – people are influenced by our actions. Our life as a leader would be easier if we could say all the right things and know that those words would significantly influence our team. While that would be easier, it is also unrealistic. While our words matter, what we do matters far more. Put another way, others watch our feet more than our lips.

If we want our influence to be positive and productive, we must be clear on what we want from others, and then make sure our actions (as well as our words) support that. When we do this, we are leading by example in an intentional and productive way.

QUESTIONS:

1. *What does leading by example mean to you, and did it change after reading this article? Is this something that comes naturally to you?*
2. *If a film crew followed you around for the next two weeks with their cameras continuously rolling, what example would you be setting to anyone who watched that feed?*
3. *In the article, the author Kevin Eikenberry says “while our words matter, what we do matters far more.” Do you agree with that perspective? Why or why not?*

4. *Create a list of the people in your workplace, life or around the church that embodies the idea of leading by example. Are there traits or actions that these people have in common?*

5. *If you could emulate one thing from a single person from that list, what would it be? Why would you choose that thing and how can you apply that to your life?*

ASSIGNMENT 3 (on your own, during your week)

- *Reach out and shadow/observe 1-2 people that you have on your lead by example list from assignment 3*

At Eastside our mission is to Pursue God, Build Community and Unleash Compassion one neighborhood at a time. In order to provide an environment to facilitate that, it takes teamwork, coordination and an understanding of the risks involved.

LEADERSHIP TAKEAWAYS: (to be completed during group discussion)

1.

2.

3.

4.

5.

6.