

Inspect What You Expect

Part three in a three-step process for you to grow in your ability to lead leaders.

1. **Clarity is kind**
2. **Walk alongside**
3. **Inspect what you expect**

How often have you expected someone to do something but failed to come behind them and inspect it? Your job as a leader does not stop at empowering someone to accomplish a goal. After you empower them, you must continually come around and inspect what you expect from them.

We are all human. People can drop the ball. As the leader of the ministry, you cannot just assume everything you say will get done with the level of excellence you expect.

Healthy leaders lead healthy ministries

People lead out of the overflow of who they are. A leader's spiritual walk is the most important aspect of their leadership. Are we leading our leaders in the way we expect them to lead their students? Leaders need to experience good leadership to be a good leader.

The best way to hold leaders accountable is to care for their health and walk with Jesus. How does your time spent each week reflect your thoughts on the importance of your leaders' spiritual walk?

1. Relationship precedes accountability

Every important thing in life moves at the speed of relationships. To truly care for someone spiritually, you must know them. People must trust you deeply before they will let you speak into your life.

2. Investments Multiply

Compound interest is a beautiful thing. If you were to gain 10% annual interest on \$100, the total amount earned at the end of the year would be \$110: the initial \$100, plus \$10 of interest. After two years, you'd have \$121 because your interest would have compounded with your original \$100. After 20 years, you'd have \$672, while only ever investing \$100.

Investments in people work the same way. When you invest in someone they then go and invest in someone else, compounding your investment.

Tracking

Are you recruiting enough volunteers to focus on tasks so your disciplers can focus on discipling students? Are you keeping track of which students are being disciplined by each leader? Do your leaders have a way of communicating what is going on in their students' lives with you? Google Forms, large charts and text threads are all simple ways to do this.

You replicate what you celebrate

Are you celebrating leaders who are doing a good job? When people are celebrated, they continue to repeat that behavior. Others tend to pick up behaviors that are acknowledged and celebrated by the leader.