



# Crossing The White Line

MIKE KECK

To get people to cross the white line they need to see a vision, a goal and a purpose. People will always hook-up to things that are going somewhere.

**Paul Harvey said that a blind man's world is limited by what he can touch. An ignorant man's world by the limits of his knowledge. A great man's world by the limits of his vision.**

**The bible tells us that we must write it down and make it plain so people that read it can run with it. (Hab.2: 2)**

**All great leaders** possess two things: they know where they are going, and they are able to persuade others to follow.

It is one thing to tell a person your vision and a whole other thing to show them.

### **3 keys to a good vision:**

1. Must be **desirable** – Matt 4:18 <sup>18</sup> As Jesus was walking beside the Sea of Galilee, he saw two brothers, Simon called Peter and his brother Andrew. They were casting a net into the lake, for they were fishermen. <sup>19</sup>“Come, follow me,” Jesus said, “and I will send you out to fish for people.” <sup>20</sup> At once they left their nets and followed him.
2. Must be **distinct** – 1 Cor 14:8 <sup>6</sup> Now, brothers and sisters, if I come to you and speak in tongues, what good will I be to you, unless I bring you some revelation or knowledge or prophecy or word of instruction? <sup>7</sup> Even in the case of lifeless things that make sounds, such as the pipe or harp, how will anyone know what tune is being played unless there is a distinction in the notes? <sup>8</sup> Again, if the trumpet does not sound a clear call, who will get ready for battle? <sup>9</sup> So it is with you. Unless you speak intelligible words with your tongue, how will anyone know what you are saying? You will just be speaking into the air.

**ILL>** Coca Cola – 1st year sold 25 gallons; 1986 sold 1.74 billion gal – 19 mil columns of 12oz cans as high as Mt Everest (29000')

3. Must be **doable** – **if you can do it by yourself, it's not God.**  
**Release the vision in stages to your leaders.**



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## Every Coach equips the team for the game

### Five-Step Equipping Process- John Maxwell

People need to be equipped for the job. Always remember, the goal of delegation is not only to accomplish a project, but also to develop people into more capable leaders.

#### 1. Tell people what you want them to do

When you delegate a task to your people, make a point to help them capture your vision for what the completed task will look like. In addition, explain the purpose of the project, and how it connects to the big picture.

#### 2. Show them what good performance looks like

Telling is not the same as training; people need to be shown a demonstration in order to grasp how to complete a task.

#### 3. Let them do it.

Listening is not the same as learning. People need interactive, hands-on experience to be equipped properly.

#### 4. Observe their performance

As Ronald Reagan advised, “trust but verify.” Empower your people to excel, but don’t assume that delegation is done once you’ve trained someone on an assignment. You’re still responsible for its success. Monitor their performance and measure their progress, letting them know how they’re doing along the way and offering constructive feedback as needed.

#### 5. Praise progress

What gets rewarded gets repeated. People quickly learn what gets applauded and what does not in your organization. Create an environment in your workplace that openly praises and rewards personal achievement.

**Zig Ziglar** said, “*The only thing worse than training employees and losing them, is not training them and keeping them.*” *Before you hand out your next project, make sure you've done your best to set your people up to succeed by empowering them to maximize their productivity and potential*”

**Not just a job description but also a vision piece that gives value to the place they serve.**



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## 7 Skills to Teach Your Team

1. **Show up** – promotion in life – can't get promoted if they don't show up.
2. **Stewardship** – take ownership of areas – you make it succeed – no rental-car policies
3. **Shepherd's Heart** – as a pastor, I can't reach every person – get in their face; challenge them – policy vs. people
4. **Submit** — won't always agree – that's ok; there's no perfect person or church
5. **Serve** – servant's heart – never outgrow servant hood
6. **Surpass Expectations** - ...and then some. Excellence
7. **Solve Problems** –  
Bring 2 solutions – increase creativity to solve problems by 36%  
Bring 3 solutions – increase it by 61%

## Breed Loyalty With Strong Leadership

1. Magnetic leaders are learners – a doctor is never more effective than his tools
2. No accidental friends – pursue relationships – sharpen the ax.
3. Lead by example
4. Believe in them despite what you see – God sees what you can be!
  - a. Value them for who they are, not just what they do for you! No “using” mentality – the true mark of leadership: people will leave better not bitter
5. Pat backs and Kick butts – coach people to greatness



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## 4 Ingredients Leaders Must Bring for the Team

1. Respect one another's differences – different personality types
2. Reward – make it part of the culture
3. Relationships – let the culture breed strong relationships – when the newness wears off, you can't "wow" them anymore
4. Results – "We're just here to have fun!" – shut up – where are the results?

**Vision-**                      **Leads from the front (points to the future)**

**Value-**                      **Pushes people from the back (value keeps people motivated)**

## 6 things that will make people feel valued:

- They like to feel special, so sincerely compliment them.
- They want a better tomorrow, so show them hope.
- They desire direction, so navigate for them.
- They are selfish, so speak to their needs first.
- They get low emotionally, so encourage them.
- They all want success, so help them win.

**If people know the WHAT (vision) and the WHY (value) they will ask WHEN!!!**