INSPIRATIONAL LEADERSHIP IN CHALLENGING TIMES

There is no time like now to demonstrate leadership that makes a difference.

BCWI’s research shows that Inspirational Leadership, which is highly comprised of character facets, is consistently one of the strongest predictors of employee engagement across all industries. In a crisis, team members look to a leader of character they can trust, respect, and follow quickly.

At its core, Inspirational Leadership is connected to the leader’s relationship with Christ and in action is highly related to a healthy communication approach.
ACTION STEPS YOU CAN USE TODAY TO BUILD AND ENCOURAGE INSPIRATIONAL LEADERSHIP DURING THE CURRENT COVID-19 CRISIS:

1 KEEP FOCUS ON YOUR RELATIONSHIP WITH CHRIST.
As believers, we set ourselves up for failure when we try to lead others in our own strength and wisdom. Jesus is our best example for leadership. In the hardest of times, he regularly spent time praying and communicating with His Father. Pray for wisdom. Study Jesus and other leaders in the Bible. Tell someone you trust to hold you accountable. Do this, no matter what.

2 DEMONSTRATE HUMILITY.
None of us has all the answers in times of crisis. Admit mistakes. Be humble and willing to reverse poorly executed directions. Take the initiative to ask for honest, constructive feedback and be open to follow through on what is said. Avoid being defensive or reactive. Think “we” not “me.” It’s time to win, together. Take the time to pause, reflect and act on what you learn about yourself and your decisions.

3 DEVELOP YOUR LEADERSHIP AS YOU MANAGE THROUGH COVID-19.
Consider trading your reading time for short articles or notes. Don’t give up all your podcast time. Be selective in order to remain encouraged. Consider your Board Chair, a trusted friend or mentor who can help you grow as you lead right now.

4 CARE FOR YOUR PEOPLE.
They are at the point of your mission delivery. Ask how you can pray for them. Take the time to stop and pray immediately for needs and concerns. Follow up with them to ask how they are doing. Your genuine care = their trust in you as their leader who has their best interests at heart.

5 YOU CAN’T THINK OF EVERYTHING. EMPOWER YOUR PEOPLE.
Leverage the strengths and abilities of your employees. Give responsibility and provide accountability in this challenging time. Demonstrate trust in your people. Ask for the input of others and give credit to people who deserve it. This is still a great time to celebrate wins!
IN SEASONS OF EMERGENCY ACTION, “OVER-COMMUNICATE.”
Many times in many ways. Brief and frequent. Explain your intent, reasons and thinking when you announce decisions. Employees trust leaders who are transparent.

ESPECIALLY NOW, MANAGE CONFLICT.
When conflict arises, address it quickly and biblically. Focus on the problem or issue, not on the individuals or personalities. If conflict becomes too emotional, take time to pause to let things cool down. Ask questions; listen to answers. Seek solutions that are a win-win for everyone involved, and allow the team to move on with effectiveness. Don’t avoid or deny conflict. Now is not the time for broken relationships.

LEAD BY EXAMPLE.
When you lead by example, you make it easy for others to follow you. Actions speak louder than words. Be confident in your decision-making. Accept responsibility for the decisions you make.

ESPECIALLY IN A CRISIS, INSPIRATIONAL LEADERS SHOULD:

- Demonstrate spiritual maturity by staying grounded in their deep personal relationship with Christ
- Exhibit self-awareness and emotional intelligence
- Be direct, truthful, reliable, consistent, and trustworthy
- Show genuine care and compassion for employees
- Objectively balance effective stewardship of people, resources, and the organization
- Set clear, short-term goals for individuals and for the organization
- Cultivate an environment of mutual sacrifice and understanding, “Over-communicate,” many times in many ways

LEADERS IN A CRISIS ARE NOT INSPIRATIONAL WHEN THEY:

- Behave inconsistently (actions and words are not aligned), thus making their intentions hard to discern
- Lack self-awareness of strengths and weaknesses and don’t rely on others
- Do not follow through on commitments
- Fail to communicate clearly and frequently with people
- Fail to welcome the ideas of others
- Model anxiety that hasn’t been taken to the Lord - a sign of spiritual immaturity
- Neglect connecting with employees personally
- Become unapproachable or unavailable
FROM BCWI:

- The Flourishing Culture Podcast - Season 5 Episode 10: Leading Under Pressure // Dr. Rob McKenna, WiLD Leaders, Inc.
- How to Build Greater Organizational Trust
- The Flourishing Culture Podcast - Season 4 Episode 26: 7 Things You Didn't Know About Inspirational Leadership // Craig Springer, Alpha USA

ADDITIONAL SOURCES:

- Leading Through Crisis Workshop, Online, Michael Hyatt
- Leading With Authenticity in Times of Transition, Kerry Bunker, Center for Creative Leadership

Be shepherds of God’s flock that is under your care, watching over them—
not because you must, but because you are willing, as God wants you to be."

1 PETER 5: 2, NIV

To learn how you can increase employee engagement and grow your organizational impact,
contact us today.

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