

Management Versus Leadership - Episode 416

People-oriented people are often the ones who end up in ministry. And as people-oriented people, we'll do anything to protect our relationships with our staff (or, rather, we'll *avoid* anything that would disrupt them).

And yet, we are called to lead each person God has placed in our care. And part of leadership is **management**.

We're starting a new series called "**Management Is Not a Dirty Word**," where we'll share practical tools every ministry needs to have in its tool belt to lead healthy, effective and winning teams.

In this episode on leadership and management, Amy had the opportunity to sit down with Lance Witt, longtime friend of The Unstuck Group, founder of Replenish ministries and author of the book *High-Impact Teams: Where Healthy Meets High Performance*.

Key Quotes

1. LANCE: "If you are 50 or younger listening to this podcast, there hasn't been a day in the world of church ministry where leadership has not been a major focus."
2. LANCE: "What we've really taught in the church over the last 30 years is leaders are winners and managers are losers."
3. LANCE: "Because we've downplayed or minimized the role of management, we've done very little to train people in good management skills."
4. AMY: "What we want is the lead pastor to be the visionary, but then he's got to have those integrators around him. Otherwise, it just fizzles out."
5. LANCE: "Job one of a manager is you have to have people who get the results the organization is looking for."
6. AMY: "Managers: you need to spend your best time with your best people."

Self-Assessment: How Are We Doing?

If you find yourself with a broken management system, use these questions from Lance Witt as a guide as you search for your system's weak spots or do a total rebuild.

1. What makes a manager good at their job? What does a manager need?
2. How do we encourage our managers to be students of good management?
3. If we aren't having success in building up managers on our own, who do we ask for help?
4. In what ways do we normalize candid feedback within our team?
5. Do we have playbooks for all of our key initiatives and events?

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