

Leading Staff in Their Strengths, Not Yours

### **Description:**

In this episode of the *Ministry Pivot* podcast, Rev. Russ shares invaluable insights on how to lead your staff effectively by focusing on their strengths, fostering development, and expecting excellence. Drawing from his experience in church leadership, Rev. Russ offers practical advice that can be applied across various leadership contexts, whether in ministry, business, or any organization.

### **Takeaways**:

* Lean into Staff Strengths: Leaders should focus on utilizing their staff's strengths rather than imposing their own. Embracing individual strengths can lead to a more cohesive and effective team.
* Understand the Whole Person: Take the time to learn about your team members' lives outside of work. Understanding what drives them personally can enhance how you lead them professionally.
* Develop a Roadmap for Success: Help your team discover their strengths and work with them to create a personalized roadmap for success. This guidance will motivate and direct them towards achieving their goals.
* Empower Your Team: Empower your staff to become experts in their respective areas. Encouraging ownership and expertise fosters a sense of pride and responsibility in their work.

### **Other Key Points Suggested by Rev. Russell St. Bernard**

* Encourage Continuous Learning: Share resources like books and success models with your team. Encourage them to engage with these materials to fuel their professional growth.
* Foster a Collaborative Environment: Recognize that your team members bring unique gifts and talents. Encourage collaboration where different strengths can complement each other, driving the organization forward.
* Expect Excellence: Set the expectation that each team member will strive for excellence in their role. This mindset will inspire innovation and higher performance levels.

### **Resources**

* 5 Minute Pivot and Other Podcast by Rev. Russell St.Bernard <https://ministrypivot.com/conversations/>
* Articles from Rev. Russell St. Bernard: <https://ministrypivot.com/articles/>

### **Final Takeaway:**

* Cultivate a Sense of Purpose: Remind your team that their work is meaningful. Connecting their role to a larger purpose can increase motivation and fulfillment in ministry or another field.
* Lead with Vision: Always communicate the organization's vision clearly. When staff understand and buy into the vision, they are more likely to be engaged and proactive.
* Continuous Reflection and Adjustment: Regularly assess how you lead your team. Be willing to make adjustments to ensure that your leadership style is effectively supporting your team’s growth and the organization’s mission.

**Discussion Questions: (discuss with your team or reflect on your own?)**

* How can you better understand and leverage the unique strengths of your team members to enhance overall performance?
* What steps can you take to empower your team to become experts in their areas, and how might this shift impact your organization?
* In what ways can you ensure that each team member feels connected to the larger vision and purpose of your organization?

# Podcast Resources

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