

Management Leading

By Olan Hendrix

Of all four functions, management leading is the most work and the least mechanical. When it comes to leading, we are much more involved with interpersonal relationships. Management leading is the work we do to inspire and to impel people to take specific action. It involves five areas:

Decision making, or problem identification and solving, is the work we do to arrive at judgements and conclusions. Decision making is not simply intuition. There is a specific process in which we engage to arrive at logical judgements and conclusions. Decision making is not mystical. In fact, a mystic can make some very bad judgements. Because we have feelings at a gut level does not insure that we are going to arrive at proper judgements and conclusions.

Communicating is the work we engage in to arrive at an understanding between ourselves and other people concerning mutual needs and goals. Beware of confusing understanding with agreement. We suffer infinitely more management ill from misunderstanding than from disagreement.

Motivating is one of the biggest subjects on the list. This is the work we do to cause people to want to do what needs to be done. Remember, significant motivating work is done one-on-one much more than in groups.

Selecting people is the work we engage in to appraise people's God-given capacities and the opportunities available to fit them. We try to find work for which individuals are best suited. How many misplaced Christian workers there are!

Developing people has to do with the work we do to upgrade the capacities for work and service which has been given by the Holy Spirit. Here is a person who has been equipped or gifted to do something special. To develop him or her, we help enlarge those capacities and then build on them. This is developing people.