



EPISODE GUIDE & SHOW NOTES

EPISODE #36: “4 Hindrances to Growth”

GUEST: Pastor Luke Brownell, ONE COMMUNITY CHURCH – PROSPER CAMPUS

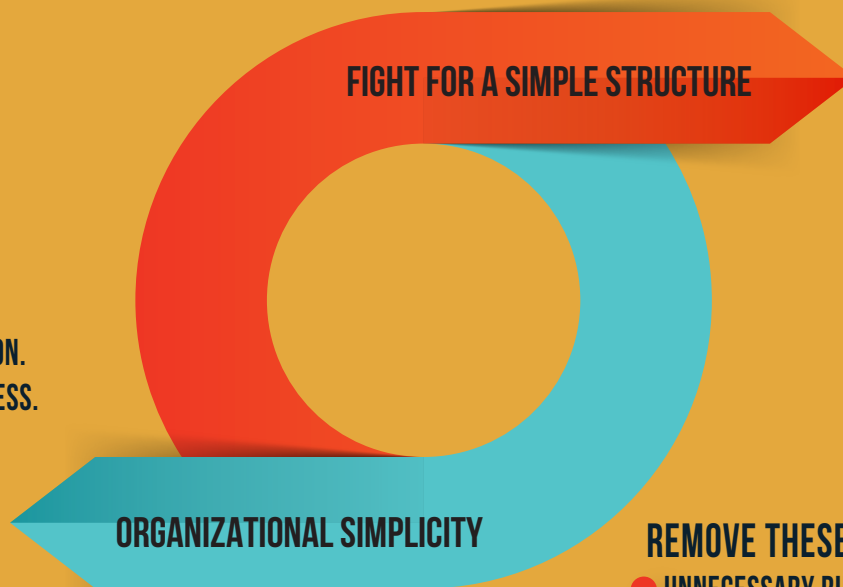
EPISODE SUMMARY

Special Guest: Pastor Luke Brownell. Healthy leaders understand that you can either have control or you can have growth... but you can't have both! If everything is under control, it is likely a sign that your organization is NOT growing, or at least not growing as fast as it could be. An organization that is growing will never have enough leaders. Pastor Luke Brownell joins us to discuss how to identify (and overcome) the specific challenges that are holding back opportunities for growth in your organization!

UNNECESSARY COMPLEXITY

COMPLEXITY IS THE SILENT KILLER OF GROWTH

1. KILL A RULE.
2. CUT A MEETING.
3. REMOVE A POLICY.
4. EMPOWER A PERSON.
5. REPEAT THE PROCESS.



REMOVE THESE TWO BARRIERS

- UNNECESSARY RULES, POLICIES, LAYERS, OR MEETINGS
- LOW VALUE ACTIVITIES OR DISTRACTIONS

UNSCALABLE PROCESSES

PICTURE A THREE-LEGGED STOOL. FOR THE STOOL TO GROW TALLER, EACH OF THE THREE LEGS NEEDS TO GROW EQUALLY OR THE STOOL WON'T BE STEADY. IF ONE OR MORE ELEMENTS THAT DRIVE GROWTH IN YOUR ORGANIZATION CAN'T SCALE TO MATCH YOUR GROWTH, THE GROWTH WILL STALL OUT.



UNHEALTHY MINDSETS

UNHEALTHY MINDSETS CREATE UNHEALTHY ORGANIZATIONS

FIXEDMINDSET

A MINDSET
THAT IS UNWILLING TO
MOVE OR CHANGE

-VS-

GROWTHMINDSET

A MINDSET
THAT IS FLEXIBLE
AND ADAPTABLE

5 MINDSETS OF LEADERS AND TEAMS
WITH HEALTHY, SUCCESSFUL ESTEEM:

1. A BIAS FOR ACTION
2. BOLD LEADERSHIP
3. DEFIANT STUBBORNNESS
4. LEADERS WHO THINK LIKE OWNERS
5. OBSESSIVE FOCUS

UNDERDEVELOPED LEADERS

UNDERDEVELOPED LEADERS EVENTUALLY HOLD YOUR TEAM BACK

- THE POTENTIAL OF YOUR ORGANIZATION RESTS ON THE STRENGTH OF ITS LEADERS. GROWTH ALWAYS INVOLVES THE RISK OF FAILURE.
- GROWING LEADERS IS NOT A PROGRAM. IT'S PART OF OUR CULTURE.
- SEE GETTING THINGS DONE AS A TOOL FOR DEVELOPING PEOPLE.
- WE'RE NOT SEEKING PERFECTION; WE'RE SEEKING GROWTH.

Additional Notes: