

THE LEADERSHIP PATTERN



CORE TALENTS

- Lead like the Savior
- Act under the Direction of the Spirit
- Align with the Brethren

OPERATIONAL TALENTS

- Define Direction
- Counsel Together
- Build Capability
- Organize the Work
- Accomplish the Work
- Render an Account

CORE TALENTS

LEAD LIKE THE SAVIOR

- Shows respect to all people.
- Ministers with love and kindness to others.
- Shows personal courage and stands up for what is right.
- Balances giving admonition and nurturing.
- Is trustworthy and shows integrity of heart.
- Strives for increased levels of spiritual strength.

ACT UNDER THE DIRECTION OF THE SPIRIT

- Spiritually prepares themselves for work.
- Seeks to know the will of the Lord for their work.
- Applies doctrine to their work.
- Makes inspired decisions.
- Acts upon the knowledge they have, even if the overall view isn't fully understood.

ALIGN WITH THE BRETHREN

- Understands the purposes of the Brethren as it relates to the work.
- Considers what the world can offer, but grows the Church after the Lord's pattern.
- Presents the truth and best thinking to their leaders.
- Works to build the Church, not just their professional discipline.
- Considers what is best for the global Church.

OPERATIONAL TALENTS

DEFINE DIRECTION

- Anticipates the needs of those they serve.
- Envisions what the future looks like and can articulate it.
- Articulates clearly how to achieve the defined vision.
- Knows that what they are doing is right for the Church.
- Is willing to change direction when needed.

COUNSEL TOGETHER

- Invites input from and sincerely listens to others.
- Focuses on asking the right questions.
- Speaks up and shares their perspective.
- Is receptive and humble when receiving counsel.
- Puts the interests of the council above personal interests.
- Involves others across the organization in their work.

BUILD CAPABILITY

- Leads others to become better than they knew they could become.
- Helps self and others improve upon and gain new talents.
- Stretches self and others to achieve greater results.
- Helps self and others learn from their experiences.
- Improves self and others by openly seeking and sharing the truth.

ORGANIZE THE WORK

- Uses data to plan the work more effectively.
- Identifies their most important work.
- Creates meaningful plans.
- Enables work through proper structure, processes, and tools.
- Clearly defines accountabilities and how performance is measured.

ACCOMPLISH THE WORK

- Leads meaningful change.
- Matches people's strengths to the work that needs to be done.
- Takes the initiative to act and enables others to act for themselves.
- Quickly identifies solutions to challenges.
- Uses wisdom in spending the widow's mite.
- Gets results.

RENDER AN ACCOUNT

- Renders an account for performance regularly.
- Helps others continuously progress.
- Represents the truth clearly and accurately.
- Holds self and others accountable.
- Expresses appreciation for accomplishments.