

## **Growing as a Servant Leader: Organisational Development**

Would you benefit from spending 4 hours with a consultant with experience in helping over 500 organizations / 5,000 individuals grow toward their full ORGANISATIONAL potential? This session allows you – as a growing servant leader – a once in a life time opportunity. Learning how to use Bobb Biehl’s most proven ORGANISATIONAL DEVELOPMENT tools. Listening to his actual experiences with some of the finest organizations of our generation. Being able to ask Bobb’s perspective on your most pressing / perplexing ORGANISATIONAL questions. A session like this is on of the most effective ways you--a growing servant leader of any age or experience level -- can GROW!

***Bobb Biehl** is the President and Founder of Masterplanning Group International. Since 1976, he has personally consulted with over 400 clients and has met one-to-one with over 4,000 executives. He is the author of 35 leadership and management tools in the area of personal and organisational development, including Boardroom Confidence, Leading with Confidence, Stop Setting Goals and Why You Do What You Do. He was a member of the board of directors of Focus on the Family for more than 31 years, and is a board member of publicly traded companies. Prior to founding Masterplanning Group, he was on the executive staff of World Vision International.*

– TECHNICAL, PERSONAL, ORGANIZATIONAL – 85% = DIRECTION, ORGANIZATION, CASH  
– LEADERSHIP AND MANAGEMENT

### **A. DIRECTION – As “SERVANT LEADER” it is very important that I KEEP ...**

#### **\_\_\_ 1. MAKING SURE OUR ORGANIZATION STAYS HEALTHY**

*(Consulting Institute – Healthy Organization Checklist)*

\_\_\_ A. STAYING NATURALLY ENERGIZED – Keeping My Team Naturally Energized *(Dream Energy – book)*

\_\_\_ B. LEADING BY PRINCIPLES *(Leadership Insights – book)*

\_\_\_ C. COPING WITH THE STRUGGLES OF BEING A SERVANT LEADER *(Encouraging Your Team)*

\_\_\_ **2. DEVELOPING A FLEXIBLE MASTERPLAN**

*(Masterplanning Arrow, Masterplanning Strategy Sheet)*

\_\_\_ A. FOCUSING our team at the 50,000 FOOT LEVEL

*(Leadership Academy / Team Focus Arrow)*

\_\_\_ B. FOCUSING our team on BOULDERS not dust

*(Leadership Academy / Boulder's Sheet – Organizational)*

\_\_\_ C. PROJECTING our TEAM'S FUTURE

*(Leadership Academy / Vital Signs and Standards of Healthy Growth)*

\_\_\_ **3. DEVELOPING A SUCCESSION PLAN**

*(Succession Planning)*

**B. ORGANIZATION – As “SERVANT LEADER” it is very important that I KEEP ...**

\_\_\_ **1. BEING A DRIVING FORCE**

*(BobbBiehl.com – Quick Wisdom – Video – Biehl Circles)*

\_\_\_ **2. BUILDING A SOLID TEAM**

- \_\_\_ A. REFINING OUR ORGANIZATIONAL CHART  
*(Leadership Academy / Organizational Chart)*
  
- \_\_\_ B. BUILDING A HIGH QUALITY BOARD / ADVISORY  
*(Board Room Confidence – book)*
  
- \_\_\_ C. GETTING ROUND PEGS IN ROUND HOLES  
*(Leadership Academy / The Hiring Process)*
  
- \_\_\_ D. ENCOURAGING TEAM MEMBERS in tough times  
*(ENCOURAGEMENT – hand out)*
  
- \_\_\_ E. HAVING ANNUAL “CAREER PATH DISCUSSIONS”  
*(Stop – Annual Staff Evaluations!)*
  
- \_\_\_ F. RELEASING (FIRING) TEAM MEMBERS if needed – in a Christian way  
*(Leadership Academy / Leadership Star)*
  
- \_\_\_ G. MAXIMIZING EACH TEAM MEMBER  
*(Getting our “money’s worth” is NOT enough)*
  
  
- \_\_\_ H. MENTORING certain team members  
*(Mentoring – book)*

\_\_\_ **3. TRACKING RESULTS ... interacting with my team in a regular reporting process**  
*(Masterplanning / Tracking)*

\_\_\_ A. DECIDING QUICKLY / WISELY  
*(Leadership Academy / Decision Making)*

\_\_\_ B. SOLVING PROBLEMS FASTER – Avoiding that “Blocked Feeling”  
*(Leadership Academy / Problem Solving)*

F. CASH – As “SERVANT LEADER” it is very important that I KEEP ...

\_\_\_ **4. COMMUNICATING OUR PLANS**

\_\_\_ A. GETTING THE FUNDS WE NEED TO GROW  
*(Leadership Academy/ The Fund Raising Process)*

\_\_\_ B. MARKETING OUR GOODS / SERVICES  
*(Leadership Academy / The Marketing Process)*

\_\_\_ i. DESIGNING / REFINING / GROWING OUR WEB presence  
*(The WEB – or, it’s successor – is the future!)*

\_\_\_ ii. REFINING OUR “MISSIONARY” , “ROCKET” /  
“TROT LINE”!  
*(The Marketing Process)*

\_\_\_ C. SELLING OUR SERVICES FACE TO FACE  
*(Leadership Academy / The Selling Success Model)*

\_\_\_ D. DEALING WITH THE MEDIA (public relations)  
*(“Free” media is not “Free” – But, it is effective!)*

\_\_\_ **5. MANAGING OUR BUDGET / PROTECTING GROWTH CAPITAL**  
*(Leadership Academy / Seasonal Cash Flow Projections)*

\_\_\_ A. REDUCING UNNECESSARY RISK  
*(Leadership Academy / Risk / Reward)*

\_\_\_ B. INVESTING RESERVES WISELY  
*(It takes money to make money!)*

\_\_\_ **6. REFINING ALL OF OUR PROCESSES**  
*(Leadership Academy / The Process Charting Process)*

**REMEMBER:**

1. GOD IS ... One Life – twill soon be past ...  
only what is done for Christ will last
2. “HE WHO WOULD BE THE GREATEST OF ALL...  
would be the servant of all” – Jesus

3. YOUR WORK IS ETERNALLY SIGNIFICANT!  
The soul of Lazarus is worth more than 25 Bentley's
4. DO I REALLY WANT TO BE A "SERVANT LEADER"?
5. NO PERFECT "SERVANT LEADERS"  
... everyone is struggling with something ... Plan to peak in 10 years
6. KEEP GROWING AS A LEADER ...  
Focusing yourself ...  
Balancing yourself ...  
Developing yourself ... technically, personally, organizationally
7. YOU NEED TO BE SELF MOTIVATED – NOT SELF CENTERED ...  
Know yourself ... Focus Yourself ... Express Yourself
8. A SYSTEMATIC FRAMEWORK / DIAGNOSTIC / DEVELOPMENTAL  
TRACK – Annual Presidential check up
9. 80% OF WHAT YOU NEED TO KNOW ... not 100%
10. WEB SITE ... You have hundreds of tools – to help you KEEP growing into your  
full, God given potential ... [www.BobbBiehl.com](http://www.BobbBiehl.com)