

LEADERSHIP LAB

Moving from Talking to Connecting

- Today we're going to talk about Communication.
- A lot of momentum comes from people being self-motivated and initiators. That comes from authentic relationship where people connect with their leader and the vision.
- Just because we talk does not mean we are connecting and effectively communicating.
- People don't like being talked at. People want to be a part of a conversation. People want to feel heard and that their words matter.
- When you have a vision, you must have a team in order to get to it.
- When communicating with your team, you as leader must work diligently at providing clarity AND taking time to know the person.
- Every person communicates at different levels and in different ways. Some leaders respond with one word texts and there are some that love 30 minute conversations on the phone.

Four Ways to Connect:

1. Evaluate your communication style. Communication is a skill that we can all grow in. How can you grow in communication?

2. Discover the communication styles of those you lead. Provide clarity for your team what communication style works best for you.

3. Ask questions, invite input, and listen well. Honoring people ideas is one of the best ways to connect with people. It gives them the sense that their ideas are valid and their voice is valuable.

4. Follow Up. People want feedback. They don't want to guess if they are doing a good job. It is important we let them know when they winning and it is just as important to let them know when they are not. As leaders, one thing we can let them know is they can expect honesty from us. We will not resort to sweeping things under the rug or being passive aggressive. When leaders do not address issues, it causes frustration on both sides.

Discussion Questions:

1. Who is someone who had excellent communication skills? What was it about that person that you learned from?
2. Have you ever been a part of a communication fail? What were the ramifications?
3. How is God challenging you to grow in your communication?
4. Have you ever had someone who talked, but did not connect with you? How did that effect your relationship?