

EXPANDING YOUR LEADERSHIP CAPACITY

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Globally recognized as a leader of leaders, Groeschel is the founder and senior pastor of Life.Church, rated the #1 place to work in 2020 for small and mid-size companies by Glassdoor, and the innovative creator of the *YouVersion Bible App*. As champion of The Global Leadership Summit, he advocates to build into leaders in every sector of society. He is a *New York Times* best-selling author and the host of the top-ranked *Craig Groeschel Leadership Podcast*.

Craig Groeschel searched for years for the one word that would describe what leaders must endure. After coming up empty, he has coined a new word: PUC, short for Pain, Uncertainty, Chaos. Let's PUC up our leadership together!

Endure Chaos

Groeschel said, "If you avoid chaos you limit growth." The chaos that leaders endure allows other leaders around them to learn. Think of someone in your life who you are empowering or could be empowering. In what specific ways could you endure some chaos to allow their growth?

Describing efforts leaders use to exert control, Craig shares, "Policies are scar tissue of someone else's mistakes." As a team, talk through the following:

- What policy or policies in your organization may be inhibiting progress?
- Describe the chaos that might be created if that policy were removed.
- Who is the person (or persons) who would need to endure that chaos?

- Describe the growth that would occur if it were removed, and who would benefit from that growth?

- Take some time to determine if the growth outweighs the chaos, and what steps can be taken to remove those policies. Note below when you will take those steps.

Craig shares, “The best leaders obsess about empowering leaders, not controlling everything.” Reflect on the question: What would those around you say you are controlling—and in what areas might you need to let go?

As a team, discuss what kinds of actions are taken by leaders who are obsessed about empowering leaders, and note your ideas below:

Personally, reflect on which one of those actions you can deploy this week.

Endure Uncertainty

“The cost of inaction is almost always greater than the cost of a mistake.” As a team, discuss situations where you have seen this to be true (perhaps a missed opportunity to add a team member, forge a partnership, or empower a leader).

What areas of inaction in your leadership or inaction by your team might be costing you right now?

Create a plan to move from inaction to action in that area. Consider leveling up your plan by sharing it with another person or your team. Be sure to ask, “What suggestions can you make to improve the plan?”

Creating margin for opportunities you can’t predict is challenging—exactly because the opportunities are still unknown. As a team, discuss the following:

- 1) What are three resources we can allocate toward an unpredictable opportunity?

- 2) Where can our team create margin in our resources in order to capture a future unpredictable opportunity?

- 3) Right now, is there a previously unforeseen opportunity we have the ability to act upon?

Endure Pain

Groeschel shared, “Your capacity to lead toward the future is determined by your ability to endure pain today.” As a team, share how each of you has endured pain in the past. What kinds of things helped you endure?

Groeschel stated, "The difference between where you are *now* and where you *could* be is the painful decision you are unwilling to make." Personally, and as a team, reflect on these questions:

- What painful decision have you been avoiding that it's now time for you to make?

- What help would it take for you make that decision?

Act

What action step resonates with you as the most urgent to execute?	When will you take that step?	With whom will you share your action step and timeline?