

SUMMARY:

How can you become a better leader—a leader your team loves to follow? The best people managers lead with an others-first mindset. They create habits and systems to make their teams feel appreciated and loved. In this episode, Craig Groeschel and Kim Simios discuss how you can improve your people-management skills, drilling down into the practices that will draw the best out of the people you lead.

KEY TAKEAWAYS:

- **Innovation.** Life.Church never set out to be innovative. Life.Church became innovative when we started hitting walls.
- Life.Church's multi-site model happened because we ran out of space.
- YouVersion was born out of a failed website.
- **Investing in People.** Leaders shouldn't be me-focused. Leaders should be you-focused.
- The best leaders are not necessarily the most talented or smartest people in the room. They surround themselves with people who are better than themselves.
- **Appreciation.** "I notice" and "You matter."
- If appreciation is not natural for you, consider systematizing it.
- Appreciate people more than you think you should. And then double it.
- Leading is very close to loving.
- **Inspiring People.** Inspiring pulls positive behavior from the inside.
- In any field, no matter your gift mix, you can inspire the people around you.
- **A Balanced Leader.** Balance is the inspiring quality that stands above the rest.
- A balanced leader responds rather than reacts, is internally motivated, is grounded, is self-assured.
- The presence of a balanced leader inspires, the absence demotivates.
- **Being Real.** Authenticity involves a lot of courage.
- People would rather follow a leader who is real than one who is right.
- Have the courage to drop the image of perfection and be honest, vulnerable and transparent.

REFLECTION QUESTIONS:

1. If you were to ask your team what your strengths are as a people manager, what would they say?
2. If you were to implement one of Craig's insights from the podcast, what would you do (or do differently) tomorrow?

RESOURCES MENTIONED:

[Life.Church](#)

[YouVersion Bible App](#)

[Forbes Magazine](#)

[Bain Traits that Inspire](#)

[Craig Groeschel Leadership Podcast](#)

RELATED LINKS:

[Craig Groeschel](#)

[Kim Simios](#)

[Ernst & Young \(E-Y\)](#)

[The Global Leadership Summit](#)