



SURFACE TO SOUL

Live Well | Lead Well | Coach Well

6 Leadership Principles

1 | THE PARETO PRINCIPLE

This concept, also known as the 80/20 principle, recognizes that 80% of an organization's outputs or results generally come from 20% of its customer base, 20% of its services, and/or 20% of its resource base. Realizing that "good is the enemy of great," an individual or team may wish to:

- Identify its most impactful programs or ministries and quit offering the low impact services.
- Focus on the top 3 goals that have the greatest impact; place other projects on the back burner.
- Begin acting on the 3 most important goals within the next 90 days.

2 | THE LAW OF COMPARATIVE ADVANTAGE

This theory encourages individuals and teams to focus on what they do best and to accentuate their strengths rather than spending energy into trying to shore up their weaknesses. A team or committee wishing to implement this leadership concept may wish to:

- List all programs and ministries they are known for and actively promote these items.
- Put energy in advertising their strengths, creating specific sound bites to pass on to the community.
- Seek to maximize these strengths by creating new programs that lift up these strengths.

3 | THE THEORY OF CONSTRAINTS PRINCIPLE

This principle recognizes that certain factors hinder the full realization of one's possibilities and seeks to unleash the factors that prevent achieving one's full potential. Teams wishing to implement this concept:

- Identify the key success factors for each ministry team and list all roadblocks to achieving desired outcomes.
- Develop specific strategies to eliminate bottlenecks and unleash success factors.

4 | THE SIGMOID CURVE PRINCIPLE

This concept addresses the natural life cycle of programs and ministries and helps teams explore the launching of new ministries to replace ones that are no longer relevant and meaningful to an organization. A team or committee wishing to implement this concept may wish to:

- Identify which programs or ministries are in decline and therefore should receive less energy and resources to sustain, or perhaps should be recognized as no longer meeting a valid ministry need.
- List emerging opportunities and entry points to the congregation for friends and local residents.
- Spend time learning about the demographics of the community to better meet the needs of its residents.

5 | THE PARTHENON PRINCIPLE

This principle encourages individuals and teams to make incremental improvements in areas that leverage the impact and resources of an organization, thereby creating a sustained long-term impact on the congregation. A team or committee wishing to implement this leadership concept may wish to:

- Identify key success factors in specific desired outcomes such as worship attendance, the number of new visitors, and increases in giving (Are you learning from the successes of others?)
- Develop specific strategies for enhancing the impact of each key success factor.

6 | THE ZERO-BASED PRINCIPLE

This tool is designed to help teams detach from previous decisions and actions and view current ministries from a fresh perspective. Individuals or teams who implement this concept may ask:

- If we weren't currently offering this ministry now, would we launch it again?
- If I wasn't currently part of this ministry team, would I volunteer to serve in this capacity?
- If I could join any team within the church, which one would I be most passionate about?



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