

Strategy for Supervision

Adapted from the book "The Way of the Shepherd"

By Dr. Kevin Leman

1. Know the condition of your flock
2. Discover the SHAPE of your flock
3. Help your sheep identify with you
4. Make your pasture a safe place
5. Use the staff of direction
6. Use the rod of correction
7. Use the heart of the Shepherd

- 1) Know the condition of your flock
 - a. Follow the status of your people as well as the status of the work
 - b. Get to know your flock one sheep at a time
 - c. Engage your people on a regular basis
 - d. Keep your eyes and ears open, question, and follow through

- 2) Discover the SHAPE of your flock
 - a. Your choices can make the flock management easier or harder
 - b. Start with healthy sheep or you will inherit someone else's problems
 - c. Know the SHAPE of your sheep to make sure they're in the right fold

S) STRENGTHS
H) HEART
A) ATTITUDE
P) PERSONALITY
E) EXPERIENCES

A man can sell his integrity for a nickel but for all the money in the world won't buy it back...

- 3) Help your sheep identify with you
 - a. Build trust by modeling authenticity, integrity, and compassion
 - b. Set high standards of performance
 - c. Relentlessly communicate your values and sense of mission
 - d. Define the cause for your people and tell them where they fit in
 - e. Remember that great leadership isn't just professional, it's personal

- 4) Make your pasture a safe place
 - a. Free from fear, rivalry, pests, and hunger
 - b. Keep your people well informed
 - c. Infuse every position with importance
 - d. Remove chronic instigators from the flock
 - e. Regularly rotate the sheep to fresh pastures
 - f. Reassure the sheep by staying visible
 - g. Don't give problems time to fester

- 5) Use the staff of direction
 - a. Know where you are going, get out in front, and keep your flock on the move
 - b. Use persuasion rather than coercion
 - c. Give the flock freedom of movement within your defined boundaries
 - d. Go get the sheep who get in trouble and get them out
 - e. Remind your flock that failure isn't fatal

- 6) Use the rod of correction
 - a. Protect your sheep
 - b. Correct your sheep, Discipline is used as a teaching opportunity
 - c. Inspect your flock regularly, inquire about progress

- 7) Use the heart of the Shepherd
 - a. Great leadership is a lifestyle and not a technique
 - b. Everyday you have to decide who is going to pay for your leadership
 - c. Have a heart for your sheep – Lead because you want to not because you get paid to
 - d. The quality of your return is based on the quality of your investment

