



Casey Brewer

Employee Support Director, Betenbough Companies

**When a Kingdom leader engages in a
Kingdom style of leadership...**

“...I have come that they may have life and that they might have it more abundantly.”

John 10:10b

A Kingdom Leader's Mission

To intentionally care for their people and raise them up to their God-given potential.

A leader can successfully demonstrate a Kingdom style of leadership with their people by engaging in these two priorities:

- 1. Know them**
- 2. Grow them**

Know Them

**Ron
Swanson**



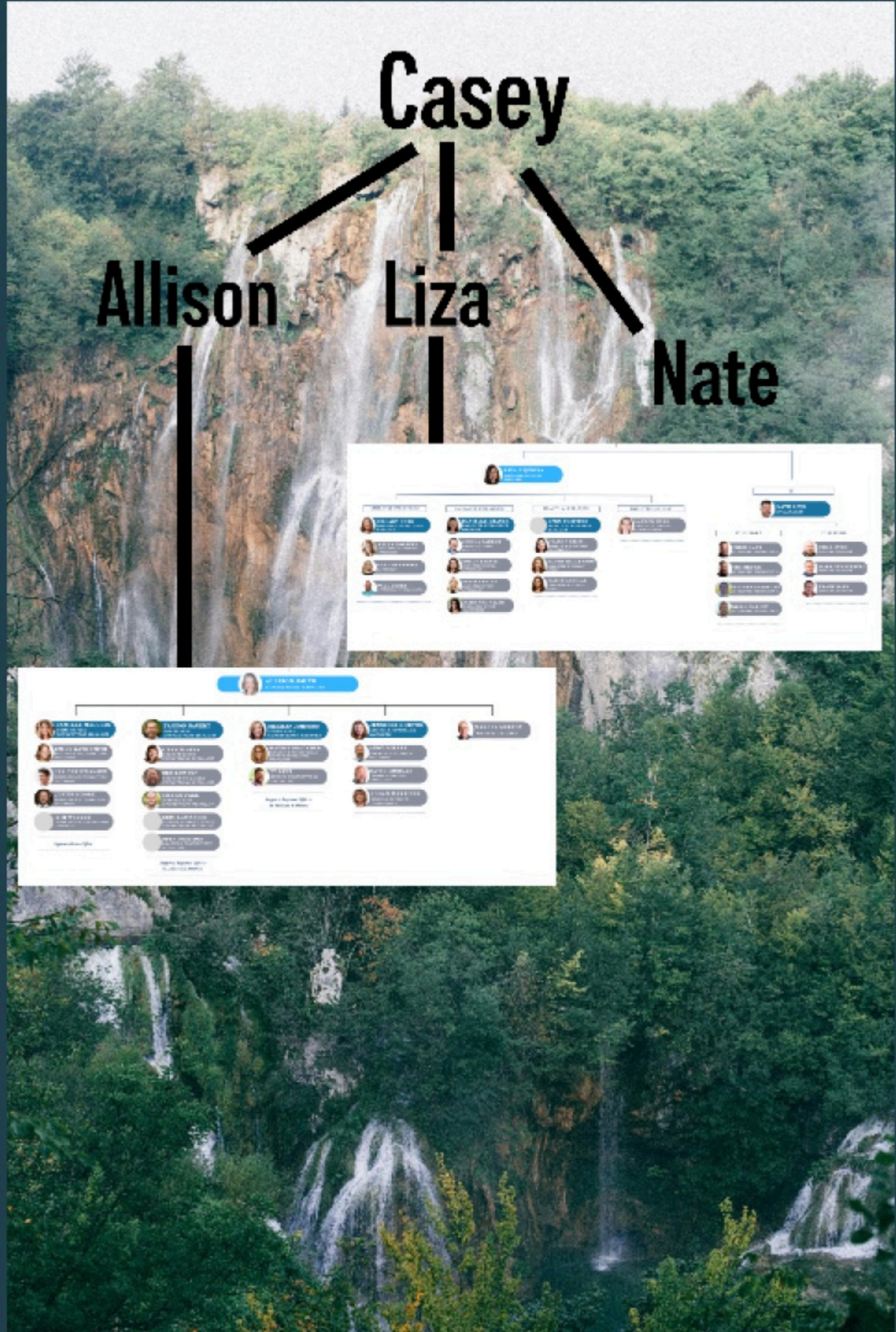


Know Them

Shoulder-to-Shoulder: *Being actively engaged with them in their work.*







Casey

Allison

Liza

Nate



**The team directly under my care is my mission.
The work they do is their mission.**

Know Them

Shoulder-to-Shoulder: *Being actively engaged with them in their work.*

Heart-to-Heart: *Being actively engaged with them as a whole person.*

One-On-Ones

Recurring appointments each week where a leader connects with each of his/her direct reports.

Healthy Conversation Starters

- What was the best part of your weekend?
- What's been the most life-giving thing you've been a part of in the last week?
- What's been the most life-sucking thing you've been a part of in the last week?
- What's one thing I can do better or differently to help you?

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**When it comes to vulnerability,
the leader must go first.**

**Authentic relational investment
over time matters!**

Leaders are to primarily be the relationship
initiator, not just the responder.

**A leader can only deeply engage and connect
with 5-6 people on a weekly basis
...beyond that, we restructure.**

**Time is the most treasured asset we have.
Let's choose to make Kingdom investments with it!**

Workplace Statistics:

- The #1 thing employees say their manager could give them to inspire them to produce great work is recognition.

75% of employees would rather work for a manager who gives them a pay raise.

- Gallup's 2020 State of the Global Workplace reports 51% of currently employed workers say they are actively seeking a new job.

Gallup's recommendations on how to "protect your talent":

1. Build deep relationships

2. Talk to them every week

3. Conduct stay interviews 85% of employees would rather fire their boss than get a pay raise.

Workplace Statistics:

- The #1 thing employees say their manager could give them to inspire them to produce great work is recognition.
- 58% of people say they trust strangers more than their own boss.

Callum's 2020 State of the Global Workplace report: 51% of currently employed people are actively seeking a new job.

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Grow Them

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The world is full of organizations who make **financial profit**. A true Kingdom style of leadership will also yield the fruit of **relational profit**.

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**Taking part in the growth of our people is
primarily about their benefit, not ours.**

Grow Them

- Pray for them daily

- Ask them about their dreams and desires:
professionally and personally

- Try new things with them

- Give them real authority to make decision

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“We will not boast about what lies outside the area of work which God has given us; rather, we will boast within our assigned area...”

2 Cor. 10:13 (CJB)

We must be accountable to each other.

Belief + Community





A Kingdom style of leadership provides vision for who people **could** be, far beyond their current position in life.

Deep love compels us to search out Truth.

You can successfully demonstrate a Kingdom style of leadership with the people entrusted to your care.

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A Kingdom style is above all things **relational**.



KINGDOM
at **WORK**