



THE EVEREST *Leadership Academy*

Equipping 101

John Chancellor

www.everestla.org



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Fred A. Manske Jr.

“The greatest leader is willing to train people and develop them to the point that they eventually surpass him or her in knowledge and ability”

John Maxwell

“Success for leaders can be defined as the maximum utilization of the abilities of those around them”

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Why do I need to equip others?

“One is too small a number to achieve greatness”

- There are no problems we cannot solve together, and very few that we can solve by ourselves
- Team worth is at the heart of great achievement
- You cannot do anything of real value alone



Why do we stand alone?

- Ego – get rid of your ego and get ready to be part of a team
- Insecurity - they feel fear threatened by other people / surround themselves with weak people / fear of being replaced by someone more capable
- Naivete – they underestimate the difficulty of achieving big things
- Temperament – some people don't think in terms of team building and equipping



How can I adopt a team mind-set?

- Build a team – this starts with making an investment in the team
- Gather the best team possible – the better the team , the greater the potential
- Pay the price to develop the team – ensures team growth
- Do things together as a team – provides community for the team
- Empower team members with responsibility and authority
- Give credit for success to the team – lifts morale / if you're the leader, take the blame but never the credit
- Watch to see that the investment in the team is paying off – this brings accountability to the team / must see progress
- Stop your investment in players who do not grow
- Create new opportunities for the team
- Give the team the best possible chance to succeed



Whom should I equip?

- Develop and equip other leaders around you
- Find the best people you can
- Those closest to the leader will determine the success level of that leader
- Peter Drucker- “No executive has ever suffered because his or her people were strong and effective”
- Followers tell you what you want to hear. Leaders tell you what you need to hear



What does a potential leader look like?

- Character – honesty, integrity, self-discipline, teachability, dependability, perseverance, and a strong work ethic
- Influence – leaders are able to persuade others to go with them
- Positive attitude – not restricted by self-imposed limitations
- Excellent people skills – genuine concern for others
- Proven track record – learning from experience
- Confidence – a positive attitude
- Self-discipline – always growing, striving for improvement
- Effective communication skills – a warm smile
- Discontent with the status quo –
 - Striving for higher levels of achievement
 - A person who refuses to risk change fails to grow
 - Seek people who seek solutions



What does it take to equip a leader?

- Be a model, a mentor, an empowerer
- Develop personal relationships
 - Listen to people's life stories, their journeys so far
- Ask for commitment – avoid people who are just interested
- Set goals for growth:
 - Make goals appropriate
 - Make the goals attainable
 - Make the goals measurable
 - Clearly state the goal
 - Make the goals require a “stretch”
 - Put the goals in writing
- Winston Churchill – “You have the right to dismiss me when you please. What you have no right to do is ask me to bear responsibility without the power of action”