



GRACES WE HAVE BEEN GIVEN

IDENTIFYING PERSONAL STRENGTHS AND TALENTS

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GRACES WE HAVE BEEN GIVEN

STRENGTHS ARE ESSENTIAL FOR STRATEGIC STEWARDSHIP



MEYERS BRIGG

Extrovert /
Introvert

Intuitive /
Sensing

Thinking /
Feeling

Judging /
Perceiving

Mind

Way we interact
with our environment

Energy

Way we
direct our
mental
energy

Nature

Way we
make
decisions and
cope

Tactics

Way we
approach
work,
planning,
decision
making



STRENGTHFINDERS

Relationship
Building

Executing

Strategic
Thinking

Influencing

Mind

How we Interact in
our Environment

Energy

How we
direct our
mental
energy

Nature

How we
make
decisions and
cope

Tactics

How we
work, plan,
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make



OVERCOMING WEAKNESS FALLACY

◇ Anything can be learned

◇ Weakness can become
a strength just need
more investment

◇ Overcoming weakness
leverages success

❖ You can't be anything you want to be...but you can be more of what you are



GOOD BUSINESS IS GOOD STEWARDSHIP

Pays a Just
Wage

Use resources
efficiently and
wisely

Reinvest into its
self

Returns a fair
return to the
investors

Hospitality

Prayer

Formation

Service



SWOT MATRIX

Strengths

Weakness

Protect against
Threats

Leverage
Opportunities

Exploited by
Threats

Missed
Opportunities



THREE ELEMENTS OF STEWARDSHIP

Talent x Time =

Treasure

Skills

Experiences

Wealth



FOUR PILLARS OF STEWARDSHIP

Hospitality

Prayer

Formation

Service

Inviting

Welcoming

Communication

Inquiring

Discerning

Accepting

Action

Sacrifice



SHIPS OF STEWARDSHIP



Leadership



Relationship



Discipleship



Stewardship



STEWARDSHIP IS OUR FAITH LIFE



Leadership
Choose

Relationship
Prayer

Discipleship
Fast

Stewardship
Alms



STAY OFF THE OWNERSHIP



ELEMENTS STEWARDSHIP STRENGTHS



Talents

Time

Treasures

Natural state: Being,
Thinking, Behaviors

Finite and Unknown
Investment

Strengths invested
in Time manifested
in Skills, Experience,
and Wealth



MANAGEMENT VS LEADERSHIP

Too many leaders act as if the sheep... their people... are there for the benefit of the shepherd, not that the shepherd has responsibility for the sheep.

- Ken Blanchard

MANAGER

Transactional

Work Focused

Risk Averse

Relies on position
authority

Tells what to do

Has a high statement
to question ratio

Allocates and controls

Avoids conflict



“LEADERSHIP IS FOUND BETWEEN HUMILITY AND MAGNANIMITY”

Leadership is intrinsically linked to virtue. First, because virtue creates trust—the sine qua non of leadership. Second, because virtue, which comes from the Latin “virtus”, meaning “strength” or “power,” is a dynamic force that enhances the leader’s capacity to act.

-Alexandre Havard

LEADER

Transformational

People Focused

Seeks
Risk

Has the vision

Appeals to heart

Has a high question
to statement ratio

Takes responsibility

Shares Credit

Achievement
focused

Considers hurdles a
natural part of the
transformational
progress



SERVANT LEADER

The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first...Then conscious choice brings one to aspire to lead.”

-Robert K. Greenleaf



SERVANT LEADER

Commitment to Mission, Personal Development, and Building a Community

Listening

Empathy

Healing

Awareness

Persuasion

Conceptualization

Foresight

Stewardship



TEAM DEVELOPMENT

Happiness can only be discovered as
a gift of harmony between the
whole and each single component.

Pope Francis "The Future You" Ted.com 4/17/2017



INDIVIDUALS TRANSFORM THE GROUP

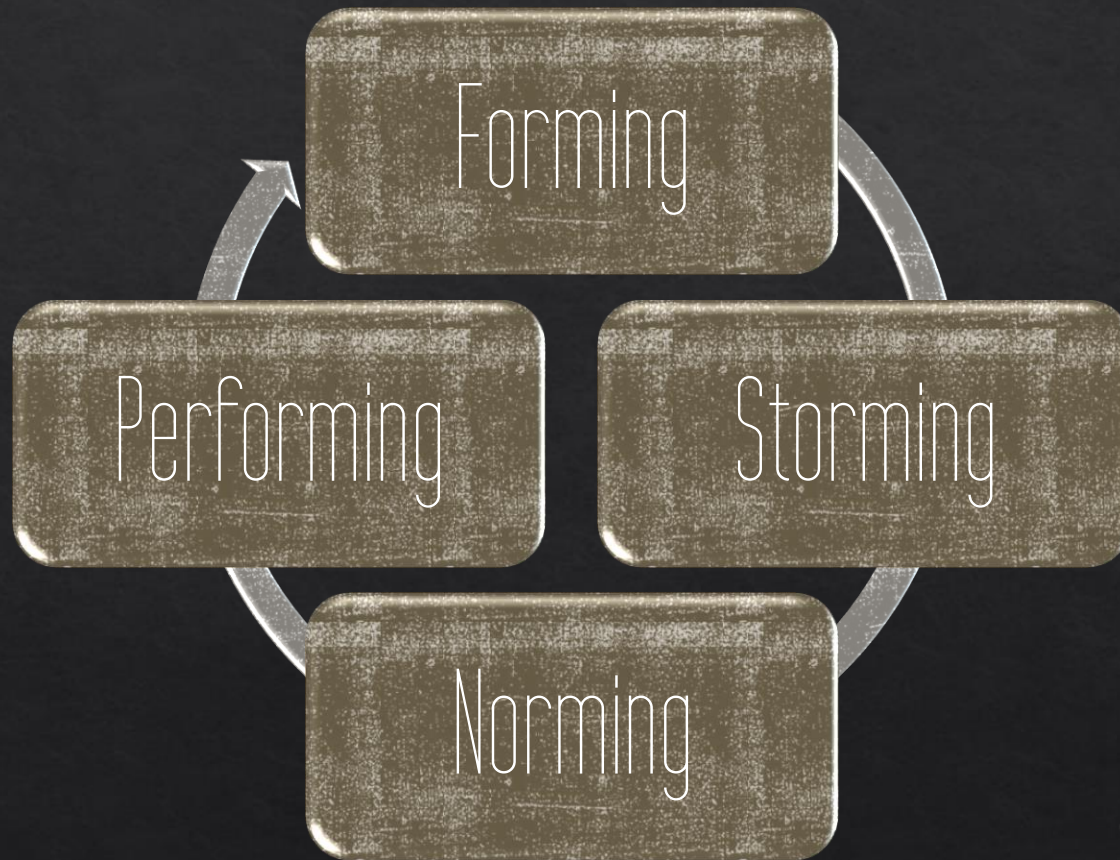
- ◆ "The first step is transformation of the individual. ... The individual, transformed, will perceive new meaning to his life, to events, to numbers, to interactions between people.
- ◆ Once the individual understands .., he will apply its principles in every kind of relationship with other people. He will have a basis for judgment of his own decisions and for transformation of the organizations that he belongs to. "

~Edward Deming

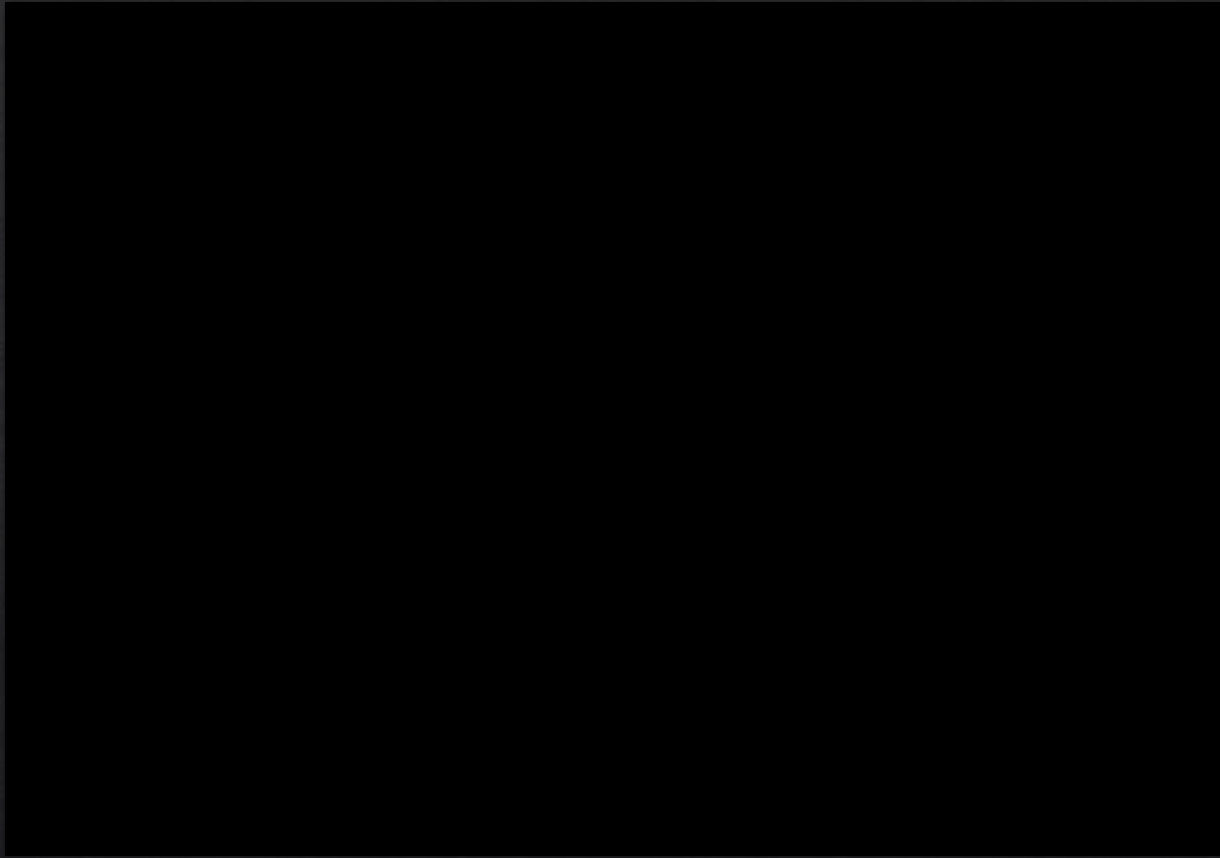
Father of Business Improvement Theory – Six Sigma



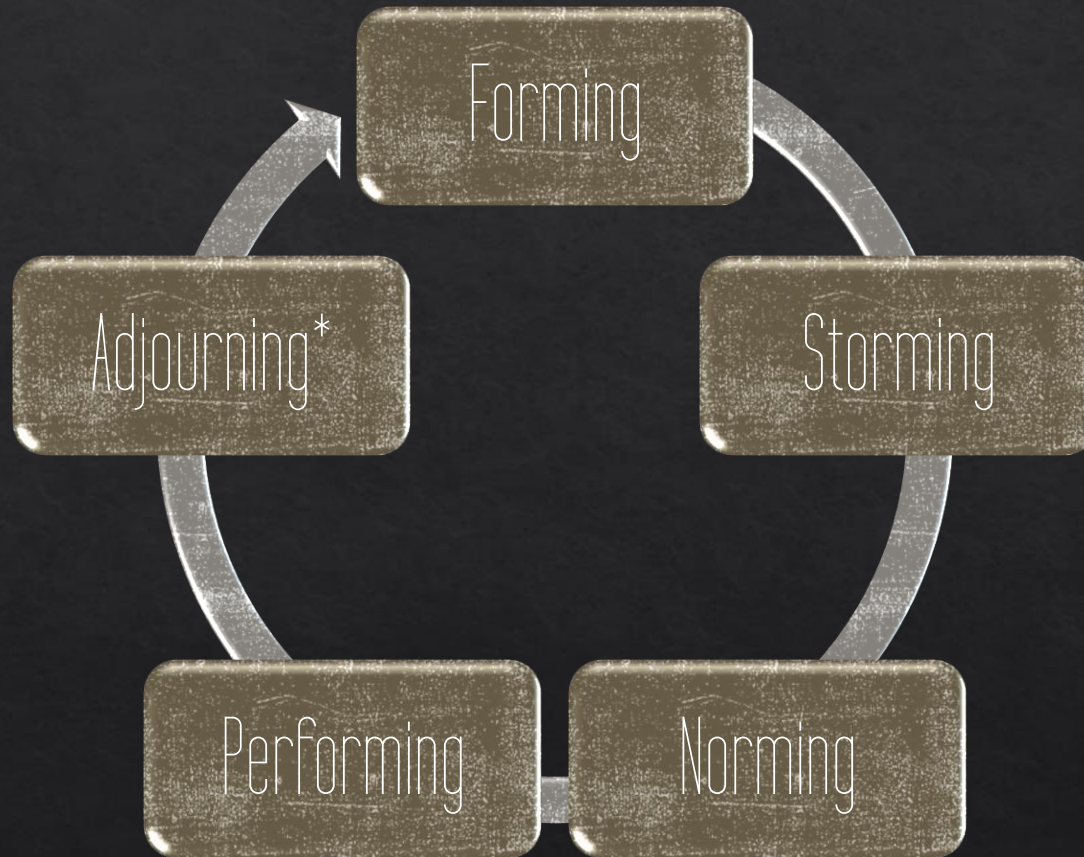
TUCKMAN'S STAGES OF GROUP DEVELOPMENT



TUCKMAN'S STAGES OF GROUP DEVELOPMENT



STAGES OF GROUP DEVELOPMENT



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TEAM DYSFUNCTIONS

Inattention to
Results

Avoidance of
Accountability

Lack of Commitment

Fear of Conflict

Absence of Trust



TEAM FUNCTIONS

Sacrifice

Personal Results

Hold Each Other
Accountability

Commitment

Engage in Conflict

Build Trust



TEAM FUNCTIONS

High Degree of
Moral

Minimize Confusion

Minimize Politics



BUILDING GREAT TEAMS

Persons

Organization

Welcomes
Conflicts

Prioritizes

Committed

Accepts
Diversity

Is Attractive to Others



BUILDING GREAT TEAMS

Creating
Clarity

Clarity in
Communication

Just Enough
Structure

Cohesive Leadership

