

PRINCIPALSHIP/LEADERSHIP (Success) IN HIGH DEFINITION (3DHD)

Another View of Principals/Leadership Success

By L. Roo McKenzie, Ed.D.
Covenant Consulting

The Adventist Principalship – The Toughest Job?

- What makes the principals in the SDA school system the toughest job one can undertake in church work??
- The turnover rate among principals is at an all time high (3 years or less). Why??

The Great Leadership *Recession*

- The current leadership shortage is probably the great leadership recession since the great depression
- Leaders of character are on the **endangered species list**
- Few leaders choose to sacrifice for the good of their people; many choose to sacrifice the people for their good

What's the State of Your Principalship?

- FPA – Fired Principal Anon – was doing a decent job, BUT...out of the blue...!
- RPA – Retired Principal Anon – sick and tired of being under-appreciated, blamed and second guessed by the *influential ones!*

What's the State of Your Principalship?

- CPA – Current Principal Anon – Would like to get some counseling/help, but afraid that someone is going to find out about your ...whatever!
- EPA – Ex Principal Anon – Loved the job, wanted to continue doing it, but became the victim of **power politics** (*constant campaign culture – Leverage, Alignment, Blockading*)
- *Abilene paradox* – individual or group decision about...

WHAT IS SUCCESS?

- Most definitions include:
- Achieving goals acquiring wealth, favor and power
- Successful people enjoy the good life, are financially and emotionally secure, and surrounded by admirers
- They are opinion makers and trend setters
- They stride confidently and know where they are going

What Success?

- In the work of the principal, "Success is often more related to *relationships*** than it is to results and outcomes."
- With an open ended agenda, it is difficult to calibrate what constitutes success for principals. It is more a subjective *opinion* rather an objective one.

"Success-O-meter" {{How is success calibrated?}}

- Babe Ruth...? Batting average
- Wayne Gretsky...? Total goals
- Michael Jordon...? Scoring average
- Lance Armstrong...? Winning average
- Tiger Woods...? Majors won and handicap

What is Success?

- For a pilot...? (Sullenburger)
- For a surgeon...? (Christian Barnard)
- For Edison...?
- For a musician...?
- For a team...?
- "Are you really only as good as your last performance?"

"Success-O-meter" (Bible Edition)

- Was Moses a successful principal ? His record – 2 of 6.5 million (He struck the rock)
- Was Noah a successful principal/preacher/prophet? His record – 8 out of millions
- Was Jesus a successful principal? His record – One betrayed Him and 11 left and went back to fishing...and the crowds?

"Success-O-meter" (Heaven Edition)

- Was God a successful Boss? His record – 1/3 of angels left him and followed Lucifer
- Was God a successful Creator/Leader? His record – in Eden 100% of His subjects abandoned Him
- "Sometimes the greatest success is the failure we understand well enough to avoid repeating in the future."

Successful Leadership Covenant, Character, Competence

- COVENANT – God-honoring principalship, that does God's will on earth even as it is done in heaven
- Micah 6:8 – "*He has showed you, O man, what is good. And what does the Lord require of you? To act justly, love mercy, and to walk humbly with thy God.*"
- {{The purpose of God is more important than my ambition and my position}}

How Does God Measure Success?

Hebrews 11:1-

- Abel – a better sacrifice
- Enoch – pleased God
- Noah – condemned worldliness
- Abram - believed God
- Jacob - worshiped as he leaned on his ...
- Moses - chose to suffer with God's people

How Does God Measure Success?

- Rahab – welcomed spies
- Gideon, Barak, Samson, Jephthah, David, Samuel – administered justice, quenched flames, shut lion's mouth, weakness turned to strength, faced jeers, floggings ; chained, flogged, stoned, put in prison, persecuted and mistreated.
- They were all commended for *their faith*

Principal Power

- The *primary* reason God gives us power is to help those who are less powerful to succeed in their endeavours; for only when they are successful, are we successful. (Roicism I)

Success and Rank

- Human nature is ever struggling for expression, ready for contest. When self is *yielded* to the disposal of the Holy Spirit, we are not anxious to have the highest place; we have no ambition to claw ourselves into notice.
- We feel that our *HIGHEST* place is at the feet of the Savior. We look to Jesus for His hand to lead us..His voice to guide us.”
TM15

Leadership Structure for Success in the SDA Church?

- S – Sterile {incapable of producing...}
- D – Dinosaur {Gk: monstrous}
- A – Amish {averse to modern technology}
- Church - A club of people who rival each other for rank and status under the guise of service?
- Sterile, archaic, stuck in the past despite the advancements in knowledge, technology, and communication

What is Successful Principalship?

- CHARACTER: Inner morality that adorns outer manners
- Eph. 4:1-3) “*As a prisoner of the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely gentle; be patient, bearing with one another in Love. Make every effort to keep the unity of the Spirit though the bond of peace.*”

Absolutely No Substitutes

- No amount of success in one's career can compensate for the absence of a life of sterling character - morality, integrity, mercy, and love.

What is Successful Principalship?

- **COMPETENCE:** Obedience and faithfulness in fulfilling God's agenda
- By man's standard, Jeremiah was a miserable failure (Israel went into captivity, despite his faithful warnings)
- Jer. 1:7 – "***You must go to everyone I send you to and say whatever I command you. Do not be afraid of them, for I am with you and will rescue you.***"

Defining a Principal's Agenda

- Success is like manna. It spoils easily and therefore must be made daily. No principal bats 1000. Ever!
- Serendipitous success is a bonus, and usually only comes when there is an intentional pursuit of a predetermined goal.
- A principal's agenda is like the "non-descript beast" of Revelation. There are as many agendas as there are people being served

PRINCIPAL AGENDA FOR SUCCESS

VISIONING: Managers see/count the pebbles, leaders see the stars and reach...!

1. Strategic Thinking (Think outside of the box)
2. Strategic Visioning – focus on possibilities, not on obstacles
3. Strategic Planning – No plan, only serendipitous/sporadic success

Principals' Agenda for Success

PROBLEM SOLVING: "One of the true tests of leadership is the ability to recognize a problem before it becomes an emergency." Arnold Glasgow

The Harvard Business Model: - The Medical Model?

What is the problem?

Why is the problem? "The closer we come to causation..."

What are solution options? – *Many ways to skin a cat*

What solutions will we implement? Do something!

Principal Agenda for Success

- **CELEBRATING:** "Redemptive forces work better in an atmosphere of appreciation and affirmation, than in one of criticism and confrontation."
- Celebrate: People (Students, staff, parents)
- Celebrate Milestones
- Celebrate Baptisms/commitments

Success Reality Check

- No matter how much you love your job, and are competent at it, you will be **imperfect** at doing it!
- Success in the principalship is ultimately measured by God's standard and not by man's!
- You will be remembered more for the one *misdeed* you committed, than for the 1000 *good deeds* that you did!

ULTIMATELY!!!

- "Ultimately we are judged by our actions {often the most recent ones} and not by our definitions ."
- John's success: "He must **increase**, and I must decrease." Jn. 3:30 {There is a time in life when decrease is increase - success}

KNOW-YOURSELF-SUCCESS ~SRS~

- Know your **strengths & play to them**
- Know your **reality** (Reality is what happens between you and people)
- Know your **season/migration** 🌸

Jer. 8:7 - *The stork knows the time of her migration, so does the turtle dove, the crane and the swallow... (the Canadian Geese also) but not my people.*

Success – a Personal Thing?

- Others may, you cannot...
- If God has called you to be really like Jesus
- Others may boast of their work...
- Others may be allowed to succeed in making money
- Others may be honored and put forward

Others may, You Cannot

- The Holy Spirit will put a strict watch...
- God has a right to do as He pleases with His own
- Settle it forever then, that you are to deal directly with the Holy Spirit
- When you are pleased and delighted over His personal, private guardianship...
- You will have found the vestibule of heaven...that is SUCCESS!

This IS Success!

- "Do nothing out of selfish ambition or vain conceit, but in humility, consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others." Phil. 2:3-4
- THAT IS SUCCESS, as measured by God, the only Being with the credential to issue a PSC – Principal Success Credential.
- Got it? Get it!

A Successful Principal/Leader With a DIFFERENT Spirit

- *But because my servant Caleb has a different spirit, and follows me wholeheartedly, I will bring him into the land he went to, and his descendants will inherit it." Num.14:24*

- **God does not call us to be successful.**

He calls us to be faithful!

- To FOLLOW God
WHOLEHEARTEDLY/faithfully is ultimate
success!