



BOUNDARIES ARE REQUIRED



"WORKING WITH PEOPLE REQUIRES BOUNDARIES"



Bobby Bogard

"People are a company's greatest asset. They are also a company's greatest risk. Leaders will do well for themselves and the people they lead by creating a healthy social culture."

PEOPLE

- HAVE PERSONAL **ISSUES** THEY BRING WITH THEM TO THE WORKPLACE.
- HAVE **NEEDS**.
- WANT TO BE **HEARD**.
- DESIRE PARTICULAR WORK **ENVIRONMENTS**.

"Leaders must manage all of these tensions while keeping themselves in good health."

AUTHENTIC LEADERS WILL STEWARD THEIR "**PEOPLE CAPACITY**" BY USING THE WORD...NO.

They understand that creating boundaries will impact the comprehensive health of the organization. Not from the framework of elitism, entitlement, or exclusivity, but from the drive to provide the best care and leadership for the people they serve.

1. They establish proper **margins** to protect their personal pace of life, to sustain emotional energy, and to keep their holistic viewpoint unclouded.
2. Leaders do this because they understand that they are not the **solution** to everyone's problems. One might say, "that's why there is a human resource department!" True. As the level of leadership advances, the need to minimize the relational output does as well.

CONTINUED...

3. The broader the load of **responsibility**, the smaller the circle of **relationships** are in that leader's life. This is necessary for the sake of the overall health of the team, the church, the company, and the leader. Here are two examples from the Bible.

RESPONSIBILITY LOAD VS CIRCLE OF RELATIONSHIPS**JESUS**

- He had the inner circle of the three
- Then there were the 12
- Next there were the 70 who were commissioned
- And then the masses

**MOSES (JETHRO'S INSTRUCTION FOR HIS LEADERSHIP)**

- Paraphrased, Jethro told Moses something like this.... "Moses, quit being a bottleneck. Give others the opportunity to lead. Keep yourself healthy and the people healthy by not doing it all by yourself, because it's wearing everyone out!"

**THEREFORE**

"A LEADER MIGHT NEED TO ASK THEMSELVES A FEW QUESTIONS BEFORE EXTENDING THEIR **RELATIONAL CAPACITY."**

FIRST QUESTION. Can this person provide whatever it is they are looking for themselves? This keeps the responsibility and accountability where it belongs; closest to the problem.

SECOND QUESTION. A leader should take a **realistic** personal inventory and examine if they are the right resource for the best outcome. This prevents them from having a savior's mentality and provides the best care and solution for the person in need.

LASTLY, leaders should consider how they personally feel about engaging themselves. This will keep them from quick based decisions or resentment after the fact.

REMEMBER

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LEADERSHIP STUDY GUIDE



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