Next Generation Leader
5 Essentials for Those Who Will Shape the Future

By: Andy Stanley

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Mentoring young leaders as they face the unique issues of a changing world has been pastor and bestselling author Andy Stanley’s passion for more than a decade. Here he shares material from his leadership training sessions, developed to address essential leadership qualities such as character, clarity, courage, and competency. This is the perfect guide for any new leader—or for the mentor of a future leader!

Straight Talk to Tomorrow’s Leaders

Five characteristics mark the man or woman who will shape the future.
-Courage  -Clarity  -Competence  -Coachability  -Character

Drawing on two decades of experience mentoring a rising generation, seasoned visionary Andy Stanley shows how to:
-Discover and play to your strengths
-Harness your fears
-Leverage uncertainty
-Enlist a leadership coach
-Maintain moral authority

“Capable men and women will eventually catch, pass, and replace the current generation of leaders,” says Stanley. “Embracing these essentials, you will not only excel in your personal leadership, but also ensure a no-regrets experience for those who choose to follow you.”
My Synopsis:

This book was one of the first leadership books I ever purchased and remains one of my favorite. It’s a simple read on purpose, pulling on not only insights from more seasoned leaders, but Andy’s experience as he was growing North Point Church and building up young leaders from within. If you work with youth in any capacity, whether it’s church, school, or your business, I’d recommend that this book become required reading material.

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p.9 Learning from the experiences of others enables you to go farther, faster.
p.11 In leadership, success is succession.
p.12 The leader is the one who has the courage to initiate, to set things in motion, to move ahead.
p.12 ...without a coach, you will never be as good as you could be.
p.17 “The secret of concentration is elimination.” – Dr. Howard Hendricks
p.17 The less you do, the more you accomplish. The less you do, the more you enable others to accomplish.
p.19 The responsibilities I was reluctant to relinquish turned out to be opportunities for others.
p.19 Only do what you can do.
p.20 You can't aim for a target until you have identified it.
p.21 Identify the areas in which you are most likely to add unique value to your organization – something no one else can match – then leverage your skills to their absolute max.
p.24 Don't strive to be a well-rounded leader...discover your game and stay there...delegate everything else.
p.24 There is no need to become an expert in, or even to understand, every component of your organization.
p.26 Acknowledging weakness doesn't make a leader less effective.
p.26 When you acknowledge your weakness to the rest of your team, it is never new information.
p.27 Everybody in your organization benefits when you delegate responsibilities that fall outside your core competency.
p.27 Leadership is about getting things done through other people.
p.27 Leadership is about multiplying your efforts, which automatically multiplies your results.
p.28 When a leader can't find someone to hand things off to, it is time for him to look in the mirror.
p.28 We must never forget that the people who follow us are exactly where we have led them.
p.33 Upgrade your performance by playing to your strengths and delegating your weaknesses.
p.34 Devoting a little of yourself to everything means committing a great deal of yourself to nothing.
p.34 Being busy isn't the same as being productive.
p.36 The primary reason we do too much is that we have never taken the time to discover that portion of what we do that makes the biggest difference.
p.41 Boundaries cause us to sell ourselves short.
p.42 To develop a competent team, help the leaders in your organization discover their leadership competencies and delegate accordingly.
p.49 “Only those leaders who act boldly in times of crises and change are willingly followed.” – Jim Kouzes
p.49 If an organization, ministry, business, or relationship is going to make progress, it must change.
p.49 “Leaders must challenge the process precisely because any system will unconsciously conspire to maintain the status quo and prevent change.” – from The Leadership Challenge
p.50 Accepting the status quo is the equivalent of accepting a death sentence.
p.50 Environments void of change are constantly void of life.
p.51 A leader is someone who has the courage to say publicly what everyone else is whispering privately.
p.52 Courage establishes leadership.
p.52 Leadership requires the courage to walk in the dark.
p.52 The darkness is what keeps the average person from stepping outside the security of what has always been.
p.53 Leaders are not always the first to see an opportunity. They are simply the first to seize an opportunity.
p.53 Unbridled fear results in missed opportunities.
p.53 If you don't conquer your fear, you are going to miss out on some great things in life.
p.54 Courage is not the absence of fear.
p.54 Courage is the willingness to move in a direction in spite of the emotions and thoughts that bid you to do otherwise.
p.54 Courage is the willingness to strap on your fear and move ahead.
p.55 The leader who refuses to move until the fear is gone will never move.
p.55 Leadership is about moving boldly into the future in spite of uncertainty and risk.
p.55 “An unwillingness to accept risk has swamped more leaders than anything I can think of.” – Max De Pree
p.56 Failure is a part of success.
p.56 Leaders know that failure looks and feels completely different in the rearview mirror than it does when it is staring at us through the windshield.
p.56 Leaders know that the best way to ensure success is to take chances.
p.59 Whenever there is fear, there is opportunity. Wherever there is great fear, there is great opportunity.
p.61 There is a difference between acting courageously and carelessly.
p.62 Leaders understand the unique rules of confidence and caution. Courage requires both.
p.63 Leaders instill courage in the hearts of those who follow.
What do I believe is impossible to do in my field...but if it could be done would fundamentally change my business.

In your industry, business, or ministry there are opportunities that have not yet been exploited because no one has had the courage to go first. What are they?

Capital follows courage, and what always precedes how.

Don't let how intimidate you. The fact that how is so challenging is the very reason it provides you with great opportunity.

“Opportunity does not equal obligation.” – Mike Nappa

If we don't choose our opportunities carefully, we will dilute our efforts in every endeavor.

Leaders worth following are willing to face and embrace current reality regardless of how discouraging or embarrassing it might be.

If you don't know where you really are, it is impossible to get to where you need to be.

Facing current reality is often nasty but always necessary.

Attempting to lead while turning a blind eye to reality is like treading water: It can only go on for so long.

If you allow fear to overshadow your dreams, you will never try anything new or create anything new.

Dream no small dreams, for they stir not the hearts of me.

Will I allow my fear to bind me to mediocrity?

“Every success is usually an admission ticket to a new set of decisions.” – Henry Kissinger

Uncertainty is a permanent part of the leadership landscape.

Uncertainty...underscores the need for leadership.

You must develop the art of being clear in the face of uncertainty.

Uncertainty actually increases with increased leadership responsibilities.

Your capacity as a leader will be determined by how well you learn to deal with uncertainty.

After tonight we are not going to discuss 'if' anymore...From now on I need you to focus your energies on 'how'.

The goal of leadership is not to eradicate uncertainty, but rather to navigate it.

If we had waited for absolute certainty, we would still be talking.

“You can't hold people accountable for things that aren't clear. If you're unwilling to make decisions with limited information, you can't achieve clarity.” – from The Five Temptations of a CEO

As leaders we can afford to be uncertain, but we cannot afford to be unclear.

Next generation leaders must fear a lack of clarity more than a lack of accuracy.

If you are unable or unwilling to be clear when things are not certain, you are not ready to assume further leadership responsibilities.

Clarity is perceived as leadership.

“Chaos and uncertainty are market opportunities for the wise.” – Tom Peters
The only person a pretender deceives is himself.

When we quit asking, we quit learning.

Leadership is not about making decisions on your own. It is about owning the decisions once you make them.

Measure your success by the scoreboard, not by the playbook.

The leader who refuses to scrap or revise his plan rarely reaches his destination.

Clarity of vision will compensate for uncertainty in planning.

“I believe providing feedback is the most cost effective strategy for improving performance and instilling satisfaction.” – Ken Blanchard

I can go farther and faster with someone coaching me than I can on my own.

An effective coach does not need to possess more skills than the person he is coaching.

You will never maximize your potential in any area without coaching.

We all do better when someone is watching and evaluating.

Age and experience have a tendency to leave us in a rut, doing the same thing the same way with no one around to spur us toward change.

A good coach will evaluate your performance against your potential.

A coach...helps us assess the present so that we can operate more effectively in the future.

Coaching does not center on problem solving...the focus is performance enhancement.

Abuse your position as a leader and you will lose those you lead.

“Coaches focus on future possibilities, not past mistakes.” – John Whitmore

Experience alone doesn’t make you better at anything.

Character is what makes you a leader worth following.

Character is the will to do what’s right even when it’s hard.

The willingness to say no is what sets the leader with character apart from the pack.

The shortest distance between where you are and where you want to be is not the most honorable one.

Moral authority is the credibility you earn by walking your talk.

It is far easier to lead from the vantage point of influence than position alone.

If there is a perceived difference between what you expect from others and what you expect from yourself, it will eventually erode your influence.

Character is not made in crisis; it is only exhibited.

Character development always begins with the end in mind.

Leaders who refuse to make the development of their character a priority generally end up with organizations that reflect that deficit as well.