LEADING TRANSFORMATION #43:  
RESOURCEFULNESS

What does it take to be leaders who are effective in Building Capacity toward the accomplishment of audacious visions and goals? The difference between leaders who only specialize in analyzing situations, and those who go beyond analyses to actually lead transformation is the development of the Capacity needed to execute on clear and compelling visions.

1. IDENTIFY KEY CAPACITIES NEEDED FOR EXECUTING THE VISION (LEADERS, MONEY, SYSTEMS, ETC.)

2. EMBRACE “PEOPLE POWER” PRINCIPLE  
All resources come from people. This is the fundamental truth about capacity building that Transforming Leaders need to embrace. The practical implication is the prioritization of the cultivating of relationships of trust, respect and accountability with key resourceful people.

The slogan must be: “More people more resources!”

Capacity is all about “People Power!”

3. IDENTIFY KEY STAKEHOLDERS  
People who share in the vision.

People who are willing to make vital contributions to the execution of the vision.

4. CULTIVATE “LEADERSHIP PARTNERSHIP” RELATIONSHIPS  
A good number of people of means do not only want to resource the execution of projects. They want to lead change. It is therefore important to develop a culture where these partners are engaged in co-leading the transformational initiatives.

5. DEVELOP COMMUNICATION STRATEGIES AND MESSAGES   
There is general appreciation of the need for strategies for executing on vision. However, an important part of this must be strategies for identifying, assessing and challenging key people of means to be involved in the transformational initiative. The messages to share with these resourceful leaders must be well crafted so that they are simple, clear, captivating and promising.

6. MOTIVATE CORE LEADERS TO MODEL THE WAY  
People will be motivated to give their resources toward the realization of a vision and plan if the pioneers themselves are giving generously and wholeheartedly toward the same.

The statement of Jesus Christ holds true here. “For where your treasure is, there your heart will be also.” (Matthew 6: 21)

It does not really matter how articulate pioneers of a vision are. What really matters is what they are willing to give themselves toward the realization of the vision. Enthusiastic generosity is contagious! The giving attitudes of leaders reveal their true priorities.

7. BUILD “MODELS” TO DEMONSTRATE FEASIBILITY AND SCALABILITY.  
Great visions and plans begin with simple working models that demonstrate the feasibility of plans. It is also important to demonstrate that there is adequate leadership and other resources for multiplying the models. Thirdly, the products of the vision must have a market. Are people willing to make reasonable investments for the products? Market research is important for verifying scalability.

8. DEPLOY LEADERS FOR MULTIPLICATION AND EXPANSION.  
An important aspect of Capacity Building is the development of leaders who can multiply and grow the business. These leaders should be developed and deployed based on their gifting, competencies, and what are needed for overall effectiveness of the transformation process.

9. MAINTAIN ACCOUNTABILITY WITH “LEADERSHIP PARTNERS.  
Partners who are contributing significantly toward a vision want to know how things are going. People love to be on winning teams. Even if things are not going well, it is best to provide information with explanation as to the nature of the challenges, and what remedial actions are being considered. Better still, inviting input from the partners demonstrates respect and increases broader involvement in the initiative.

Partners drop off when treated like ATMs. They are only activated when resources are needed; and then there is no engagement until when their resources are needed again.

10. MOTIVATE TOWARD COMPLETION.  
Staying power is needed for bringing transformational initiatives to successful completion. Motivation toward the end is therefore a key responsibility for Transforming Leaders. The finish line must be clear; and all efforts must be focused on finishing well. Celebrating short-term wins provides motivation for working toward the grand finale!

REFLECTION:

1. What are the vital resources needed for successful implementation of your transformational initiative?

2. Who are the potential partners with the means to resource the execution of the plans?

3. What can you do to identify, assess and challenge these potential partners for involvement?

4. What resources are YOU willing to contribute generously toward the success of the initiative?