



THE ALIGNMENT PROJECT

LEADING YOUR TEAM / TRANSPARENCY

BOUNDARIES ARE REQUIRED

*"Working with people
requires boundaries."*

WITH BOBBY BOGARD

No man has to walk alone.

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People are a company's greatest asset. They are also a company's greatest risk. Leaders do well for themselves and for the people they lead by creating a healthy social culture. People bring personal issues to the workplace, they have needs, they want to be heard, and they desire particular work environments, and a leader has to manage all these tensions while keeping themselves in good health.

01 STEWARD YOUR "PEOPLE CAPACITY"

THE AUTHENTIC LEADER CAN SAY NO

Authentic leaders steward their people capacity by using the word **no**, not from elitism, entitlement, or exclusivity, but from the drive to provide the best care and leadership for the people they serve. They establish proper **margins** to protect their pace of life, sustain emotional energy, and keep their viewpoint unclouded.

They also understand they are not the solution to everyone's problems. As the level of leadership advances, the need to minimize relational output advances with it. **The broader the load of responsibility, the smaller the circle of relationships.**

RESPONSIBILITY LOAD VS. CIRCLE

TWO PICTURES FROM SCRIPTURE

01 JESUS

An inner circle of three, then the twelve, then the seventy He commissioned, and then the masses. Concentric circles of access, not an open door to all.

02 MOSES (JETHRO'S COUNSEL)

"Quit being a bottleneck. Give others the opportunity to lead. Keep yourself and the people healthy by not doing it all yourself, because it is wearing everyone out."



ASK BEFORE YOU EXTEND

01 CAN THEY PROVIDE IT THEMSELVES?

This first question keeps responsibility and accountability where they belong, closest to the problem.

02 AM I THE RIGHT RESOURCE?

Take a realistic personal inventory and examine whether you're truly the best resource for the outcome. It guards against a savior's mentality and provides the best solution for the person in need.

03 HOW DO I HONESTLY FEEL ABOUT ENGAGING?

Consider how you actually feel about extending yourself. It keeps you from quick, pressured decisions, and from resentment after the fact.

THE POINT

Boundaries aren't walls against people. They are the structure that lets a leader keep serving people well over the long haul. **Working with people requires boundaries.**

REMEMBER

People are your greatest asset
and your greatest risk. Steward
your capacity with a healthy “no.”

*"The broader the load of
responsibility, the smaller
the circle of relationships."*

KNOW WHERE YOU STAND

TAKE THE FREE ASSESSMENT

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