**Second Chair leadership**

Most of the worlds leadership books and podcasts are geared toward visionaries, but if it wasn’t for second chair leaders, things wouldn’t get done. We give legs to vision and see action through. We are the strategic, systematic thinkers who have the ability to see the big picture and identify the greatest strengths, opportunities, problems and take initiative needed in those areas. We ask the How: How does this fit, does it work with our community, does our budget allow this, are we ready for this now or further down the line, how are the ministries and events in alignment with the vision of the church/business, etc. Second chair leaders are the filter through which Vision moves.

**TIPS WHEN LEADING FROM THE SECOND CHAIR**

* **Build a trust worthy relationship-** 
  + In the working relationship between you and your boss there needs to be a high level of respect, trust, honesty and vulnerability
  + How can you improve on your communication, build trust, etc.
  + Story of how I have a new boss and we are in a season of building trust because we don’t know each other – building trust will help our leaders feel like they can let go focus on what only they can do.
  + It is important that we are in alignment- we don’t always have to agree but we must be in alignment
* **Clarity is key**
  + Make sure you have clear boundary lines for what is your role and what is desired of you for your position
  + When lines are blurry on who does what, who oversees what, where responsibilities lie- things can become very messy and frustrating.
* **Ask Questions** 
  + You can be saying the same things but have completely different ideas of outcome or how it is to be done
    - Asking questions are your best friend to help provide a frame work and understanding of the picture being painted.
* **Lead with curiosity:** 
  + The role of a visionary/boss has to carry a mantel and stress load that we don’t fully have to and so there can be moments when
  + One of my favorite phrases is “help me understand \_\_\_\_ why you said this, or I feel like things got a little tense in our conversation: help me understand, is there something I did that came across as disrespectful, etc”
* **Don’t be a dream killer** 
  + We can often be perceived as pessimists
  + We are often focused on the HOW then the what – When working with visionaries, which most lead pastors and higher up executives are- they dream, see years into the future- think What’s next- I worked Ryan Latham for 12 years and would get emails at 10pm at night about something for the following year
    - I mostly thought from months to weeks to days in advance.
  + When they are dreaming or sharing Vision, we can be quick to jump to: to-list, budget, systems, strategy, the HOW is this going to be accomplished
    - If we are not careful in dreaming meetings, we can become a dream killer

**HOW TO MAKE SOMEONE ELSE’S VISION YOUR OWN**

* + Ask questions: Understand the why – why is this important, why does this matter- why am I working so hard for this – what is the problem we are trying to solve.
  + Grow and learn together in leadership.
    - It is so important to have common language. Though you and the visionary might be saying the same words, the outcome and expectation can be very different.
  + Be in alignment
    - Meet together regularly and often, be on the same page to avoid dysfunction or unproductive meetings.
    - Give regularly progress check while executing to make sure the direction you are carrying vision is what the leader wants.

**TIPS FOR THE VISIONARIES, FIRST CHAIR LEADERS FROM SOMEONE IN THE SECOND CHAIR.**

* + Speak vision clearly
    - Second chairs desire to help make things happen but if there is no vision or it is not clear – we don’t know where were going or how to help-
  + Learn to let go
    - You will become the lid to your ministries and business if you cannot learn to let go of some seats, roles, ministries decisions – etc.
      * Find a second chair integrator you can trust, communicate vision clearly- -
        + Understand that we are not you and don’t think or process information the way you do
        + How we things get done will probably be differently you would and it might seem more slowly – but we are think deep and wide through multiple different avenues and how things play out for each person/department/culture/budget/etc and so it can take a bit longer than you’d like to see action
        + Allow us to fail- we are strong leaders- we will get It wrong sometimes, we might overstep our boundaries, but it’s because we care – we care about the ministry, the organization, the team- so when we do, lovingly remind us where the boundaries are,
  + Celebrate publicly and specifically your second chair leaders
    - We are often those in the background, helping make everything happen and if we do our jobs well, we go unnoticed because it’s not about us, but as a result our names are rarely the ones mentioned or remembered. We’re not the ones upfront or on the stage always and we often hear more constructive criticism and corrections than we do celebration or praise- so your words and specific encouragement are so valuable and important
      * May your celebrations cost you something – second chair leads sacrifice everyday do follow your leadership and make your vision happen – yes a simple thank you text is nice – but be intentional, be specific, spend energy and time on helping them to know just how invaluable they are to you and the team.

**Resources:**

* Book: Rocket Fuel by Gino Wickman & Mark Winters
* Book: Leading from the second chair by Mike Bonem & Roger Patterson
* Podcast: Leading Second with Brandon Stewart