

CRAIG GROESCHEL

LEADERSHIP PODCAST

108: LEADING OUT OF CRISIS, PART 1

EPISODE NOTES

Thank you for joining the *Craig Groeschel Leadership Podcast*!

If your leadership plan today is similar to your pre-pandemic plan, you probably have a bad plan.

Our world has been through two years of extreme trauma. We've had countless tragic deaths, political division, ongoing racial tension, economic inconsistencies, and we're walking into new challenges related to supply chains, inflation, and even war.

As the world reopens, the external 24-hour-a-day pressure is starting to lessen. That's causing us to scale back on our leadership intensity.

This is a major mistake.

This isn't the time to be letting up. This is the time to take a breath, refill, and lean back in with intensity.

This episode outlines how you can position yourself and your team to take ground in this extremely difficult season.

We've been so focused on leading well *during* crisis that we've missed these three things:

1. The toll crisis leadership took on us.

For the last two years, you've been so focused on leading through crisis that you haven't even realized how emotionally exhausted, mentally depleted, and spiritually fatigued you've become.

Many of you aren't just tired, you're depleted. There's a really big difference between being tired and being depleted.

If you're tired, you can take a nap. If you're depleted, you need to refill. You need to take a significant amount of time doing things that replenish your leadership energy.

You will never lead well when you're on empty.

Here's a hard truth: This is completely up to you. Nobody is coming to rescue you. You have to take the necessary steps to refill for yourself.

"You will never lead well when you're on empty." —*Craig Groeschel*

To assess where you really are, ask these four questions:

- How are you **physically**?
- How are you **emotionally**?
- How are you **relationally**?
- How are you **spiritually**?

This last season has been similar to getting into a fight.

When you get punched in a fight, you don't start to feel the pain until the fight is over and your adrenaline has worn off.

The same thing is happening to us as leaders right now. The adrenaline is wearing off, and we're starting to feel the pain of the last season.

Assess where you are and make some adjustments.

You can't give to others consistently without refilling occasionally.

“You can't give to others consistently without refilling occasionally.”
—*Craig Groeschel*

2. The toll crisis leadership took on our leaders.

For most of our teams, the last two years register as trauma. They've faced waves of challenges and most of them have experienced deep personal loss.

Like you, they're feeling the weight of leading their areas through crisis and have made significant sacrifices.

Not only did they feel the pressure of leading their areas well, they also felt the pressure of pleasing you.

When leaders feel this intense pressure over a long period of time, they don't continue to perform well. They start to feel defensive, wonder if it's worth it, and ask “does what I do even matter?”

Your leaders are unsettled, and unsettled leaders create unsettled followers.

3. We've entered a completely uncharted season of organizational leadership.

No matter how much experience your team has, they've never led through a season like they're in right now.

That's why you probably have a bad plan if your leadership plan today is similar to your pre-pandemic plan. The things that worked in 2019 no longer work. You're not leading *after* a crisis, you have to lead *out* of one.

“You're not leading *after* a crisis, you have to lead *out* of one.”
—*Craig Groeschel*

Leading out of crisis is your most important role right now, and it's going to take an entirely different mindset. We're going to dive into the specifics of that new mindset in the next episode.

Your ability to realize you're leading in an entirely new world will determine whether you succeed or fail in the future.

Think about what is different about the people you serve with. Over the last two years...

- Your team's work rhythms have completely changed.
- You've had some new leaders emerge and others start to struggle.
- New working relationships and systems have formed among your teams.

If you lead now like you led before, you will not succeed in your leadership.

“Leading out of a crisis is more difficult than leading in one.”
—*Craig Groeschel*

When you're in a crisis, you instinctively know what you have to do. You have to...

- Act decisively.
- Adjust swiftly.
- Communicate frequently.
- Conserve cash.

You know what it takes to lead in a crisis, but leading *out* of a crisis is going to be much more difficult than leading *in* one.

In the next episode...

We're going to get really practical and talk about the six keys for leading out of a crisis.

Until then, **assess your leadership**. This season has taken an intense toll on you. Do whatever it takes to refill yourself and your team.

DISCUSSION QUESTIONS

Here are exercises you can do to grow as a leader—ask yourself and your team these questions:

1. **Assess yourself as a leader. How are you physically, emotionally, relationally, and spiritually? What are you going to do this week to refill yourself in the areas you're struggling?**

2. **Assess your team. Who's struggling? What are you going to do to help them get to a place of health before jumping into the next episode?**

3. **Every leader is facing slightly different challenges right now. What are the unique challenges you and your team are facing that you'll need to overcome?**

WINNING THE WAR IN YOUR MIND

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THREE KEYS TO SHARPEN YOUR LEADERSHIP

Craig hand-picked three episodes designed to help you build a strong leadership foundation. You'll learn practical ways to influence your leaders, manage your time wisely, and improve how you communicate. Head to www.go2.lc/threekeys to get the episodes and leader guides sent right to your inbox.

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