



# **tweedership**

Learning leadership in 140 characters or less

**TIM MILBURN • KENTON LEE**

## **PUBLISHING INFO**

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## LOOK WHAT PEOPLE ARE SAYING ABOUT TWEEDERSHIP

*"The student leader's life is prone to be fast-paced and exciting, and with 'Tweedership' students can access quick tips that are sure to motivate, encourage, and inspire in 140 or less. While solid leadership skills will always take time to build, these quick and easy thoughts are the perfect blocks for the student looking to develop reliable traits step by step. With 'Tweedership', Tim and Kenton have compiled a wealth of leadership development training into compact, easily accessible ideas for anyone looking to become a better leader."*

**-Grant Miller**, Former NNU Student Body President (@gtmilla)

*"Tweedership is proof that inspiration, wisdom, insight can be found in small packages. Each "tweet" is a powerful call to principled leadership."*

**-Jeremiah Shinn**, Director, Student Involvement & Leadership Center, Boise State University (@booneshinn)

*"Tim and Kenton have a way of inspiring leadership. In this crazy, busy world, they've given us a gift - a collection of quick reminders to spur us on. This book is perfect for any student leader and those of us motivating and training student leaders."*

**-Marian Redwine**, Director of Community Life, Southern Nazarene University (@maredwine)

*"Tweedership provides inspiring messages that will change the way you think about leadership. Prepared by two authors who truly know how to lead, this book is a great guide to keep your leadership moving in the right direction"*

**-Preston O'Malley**, Former NNU Student Body President

*"If you want to grow in leadership--if you want to make this growth a daily habit--then keep tweedership at your fingertips. Make reading it an initial effort and applying the insights a way of life. Then, when you turn around, you'll see others following. Guaranteed."*

**-Brooklyn Lindsey**, Pastor, Writer, Storyteller  
Highland Park Church of the Nazarene (@brooklynlindsey)

*"In a world where everyone is looking for something now and trying to learn how to be the best in bits and pieces, this book offers an amazing way to hit the ground running when it comes to leadership. Using Twitter to learn about leadership from all cultures and places of the world helps us become better leaders. What Tim and Kenton offer here from their location in the world is an effective puzzle piece necessary to the completion of the puzzle we call leadership."*

**-Keegan Lenker**, Pastor of Student Ministries, Pasadena First Church of the Nazarene (@keegjohn)

*"As a pastor/mentor to students and young adults, trying to communicate to young people is no small feat. Yet small is often the best, and at times, the only way I can access my ability to shape this shape-able population. It isn't lectures, it isn't 7-step formulas. It is doses of invited perspective that spur action. "Tweedership" captures the essence of communicating with an active and often transient population: meet them where they are and compel them in 140 or less." Add "Tweedership" to your book list and Twitter on your electronic device of choice and join the tweedership movement!"*

**-Nate Roskam**, Pastor To Students, Nampa First Church of the Nazarene (@nathanroskam)

*"As much as we know we're supposed to be good at taking advice from those more experienced than we are, we usually don't do it. But even in our hardheadedness we can be inspired by the conclusions and wisdom of others--as long as it doesn't take too long to read them. If this describes you, then read Tweedership. It might even cure cancer. Not sure. But why take the risk?"*

**-Bruce Nuffer**, Chief Editor at the House Studio, HouseStudio.com, Kansas City, MO (@nuffers1)

*"Leadership is not really learned. It is most often discovered in relationship with other people; mentors, examples, fellow learners, people who recognize and follow our leadership. It is more beneficial to draw from the lessons you have learned, and allow them to shape you, than to master a specific subject area. Twitter, and its often poetic messages of 140 or fewer characters, is an excellent way for us to remind each other of those deep, meaningful lessons.*

*Tweedership is an excellent way to appreciate the potential of bringing these two together. Tim and Kenton have reminded me of lessons I have learned, and introduced me to new insights. You will benefit from this book, and gain even more by following them on twitter."*

**- Greg Richardson**, a spiritual director and nonprofit leadership coach, StrategicMonk.com, Pasadena, CA (@StrategicMonk)

To the student leaders who inspired these  
leadership tweets by their example.

And to the student leaders  
who will be inspired by them.

We wrote this book for you...one tweet at a time.

## WHY TWEEDERSHIP?

Twitter started in July, 2006.

The folks at Twitter offer the following description of their service:

*Twitter is a real-time information network that connects you to the latest information about what you find interesting. Simply find the public streams you find most compelling and follow the conversations.*  
([twitter.com/about](http://twitter.com/about))

We both recognized the value in Twitter. It's more than a social networking site (although that's an important part of it). It's a new way to communicate. To both talk and listen. Twitter considers itself to be the "text messaging system of the Internet."

Throughout the 2010-2011 school year, we intentionally wrote and published *tweets* that focused on leadership themes and ideas. We wrote over 400 *tweets* based on our own personal experiences and insights. They were shaped by the real-life situations we encountered and the many lessons we were learning in our work with student leaders.

At the end of the year, we went back through our *twitter streams* and compiled these *tweets* into the book you now hold in your hands. While we work with student leaders, this isn't just a book for students. You'll find the wisdom, ideas, insights, and tips are applicable in most situations that require solid leadership.

**When you combine Twitter and leadership -  
you get tweedership!**

## HOW TO USE THIS BOOK

We decided to list each *tweet* in random order. Each *tweet* stands alone.

Perhaps you serve in a position of leadership because you went through an *election* or *selection* process.

But you're not a leader...yet. Now it's time to go through the *reflection* process - it's time to start thinking like a leader thinks.

Our hope is that you'll do more than read each *tweet*. We want you to think. Then act. We know if you think like a leader thinks, then you'll do the things leaders do. Here are some ways you can reflect on each one of the *tweets* in this book:

**1. Agree or disagree.** Read one *tweet* and ask yourself if you agree or disagree. Then ask yourself why?

**2. Action step.** Think of one action step you can take based on the *tweet* you just read. Make your action step something you can do today.

**3. Journal.** One of the best ways to reflect on an idea, principle, or tip is to write down your thoughts about it. Ask yourself: *What would my leadership look like if I took this seriously and actually did this?*

**4. Teach the tweet.** Take one of the *tweets* you just read and teach it to someone else.

**5. Join Twitter and tweet what you're learning.** There's a lot of great people *tweeting* about leadership. Why don't you join in and add your own voice? You have no idea who you might inspire.

~~Language~~ **Twitter** is the  
means of getting an idea  
from my brain into yours  
without surgery."

-adapted from a quote by Mark Amidon, italics added

What kind of story are you and I going to live out today? Is it one worth telling?  
Worth watching?

People may not like your idea for the simple fact you've surprised them with it. Help others process and give them time to think.

...

Life is learning, and learning is life.

...

Leadership is about influence, who you are leading boils down to how you are influencing.

...

The easy road or the hard road? Hmm...not enough info. The easy road with little impact or the hard road with lasting impact? That's the Q.

Relevant leadership = relevant mission. Are you focusing on Outputs or Outcomes? Don't just put on an event - create a time for community.

...

When you recruit others to your team, help them see the value in what you're doing and in what they can offer. Connect the two.

...

"If you want to walk on water, you have to get out of the boat..." - what is my "walking on water" and what is my "boat"?...

Leadership is an opportunity to serve. It is not a trumpet call to self-importance.

If life gives you lemons... then make sure you send a thank you card. That's what my mom would do.

Relevant vision: the ultimate thing that all your hard work is attempting to create... What makes it relevant? This involves PEOPLE...

...

Leadership: Can others actually SEE themselves in the vision you have? Paint a picture that has space and purpose for them.

...

An interesting question: "What would you do if you had a guarantee that you could not fail?"

...

The rearview mirror is a lot smaller than the windshield for a reason. Where's your focus today?

It's not just about being your best, but it's also about helping others to be their best.

...

Encouragement from another person makes the difficult task a little bit easier.

...

People are down on what they're not up on... If someone's not interested in what you are doing - make sure they have all the info first.

...

Making a promise is common. Managing and keeping a promise is character. That's why good character is not common.

---

Excellence cannot be something on your to-do list, it must be something that shapes how you accomplish your to-do list.

---

When you are already striving for excellence, doing a little more multiplies your growth and effectiveness.

Excellence in Character - continually improving your integrity. It is the most important excellence, and the one leaders need to do first.

In a crisis, sometimes your presence is more meaningful than your propositions about the crisis.

...

Don't begrudgingly trudge through your leadership role and responsibilities. Find something that excites you - and begin afresh there!

...

The absence of positive reinforcement from the leader is negative reinforcement. Leaders who do nothing cause more harm than good.

...

Leaders look out windows to praise others and look in a mirror for appropriate blame. Not the opposite.

...

Hope is not a strategy...but being hopeful is a strength.

...

Student leadership question for our group tonite: would you rather be a show horse or plow horse?

## Outcomes indicate actions. Identify the outcomes that you want first, and then determine your actions.

When you send an email, the first thing people see is the "subject line"...does yours get people reading further?

...

Problems happen when there are blurry or unclear expectations. Communicate the expectations, fill your responsibilities, achieve the goal.

...

Continuous improvement - define the standard, exceed it, repeat. Where are you in the process? Have you started the process?

...

If you value excellence, then you won't fear evaluation.

...

Encouragement is giving someone the courage to live life in the right direction.

People often don't do what you expect as much as they do what you inspect.

...

Start well...finish strong... work your tail off in between.

...

It's not a matter of "if" you'll make a mistake. It's a question of if you'll "admit it" when you do.

...

"What gets rewarded gets repeated" ... are you rewarding those around you for actions and attitudes that you would like repeated?

...

The slogan "Be all that you can be"... have you thought about that? What is "all that you can be"? What is your capacity? Do you know?

Start a movement:  
people who receive  
encouragement  
are more  
likely to give  
encouragement to  
others.

...

A good leader  
will be the first to  
pray and the first  
to bring everyone  
together to help be  
an answer to the  
prayer.

...

The legacy you  
leave is the  
accumulation of  
all that you lived  
out on a daily basis  
before you left.

...

Don't just be a  
voice for the  
voiceless; help them  
find their own voice.

Sometimes you only  
have to choose a better  
typeface...sometimes you  
have to choose a better  
message.

...

Look deeper into frustrating  
situations to try to find the  
heart of the matter. Don't  
look at "what" they said-  
look at "why" they said it.

...

Where does your  
motivation come from?  
If you start something for  
the wrong reason, you'll  
probably end up quitting  
for the wrong reason.

...

Never think something is  
not important because it  
is too simple. Many times  
it's the simple stuff that we  
need to focus on - and  
that's it.

...

Make the choice to  
be excellent. Give the  
effort to be excellent.  
Your excellence is in your  
control. It's in your hands.

We help students see that while mistakes will happen and help us learn, errors in character will sabotage leadership.

Set the culture... create the expectations and excitement...encourage attitudes and behaviors... which in turn will deepen the culture...

...

Lead myself first=Discipline to honestly know where you stand in relation to expectations & responsibilities & act appropriately.

...

Before you work with your team, your next event or activity, or all of your responsibilities- make sure that you are leading yourself first.

When someone hoards praise and glory for something it actually diminishes the accomplishment. No one likes a "glory hog."

...

Outcomes dictate actions. Start with who you are, your purpose, your mission, what you are trying to do. Then figure out what you WILL do.

...

There are times that I fail to listen and find that I step on someone's toes rather than walking in their shoes.

Belief in a cause is enlightening. Belief in someone else is encouraging. Belief in yourself is empowering.

To do big things- you can't do it alone. You need a team around you. The world needs big things. Big things need a team. Who's on your team?

Two questions: How do you influence those around you? And what direction will your influence lead them? One answer: Serve and love...

...

You can only give 100%. You can't give 80% today and 120% tomorrow. Each day is an opportunity to give your best.

...

Give your best. Do things with excellence. Exceed your capacity and be all that you can be. Life is too short to live half-hearted.

...

Who was the last person to pay you a compliment? Help someone else answer that question with: You were!

...

Small things done with great love... That's the goal.

If one continually does small things wrong there can't be the expectation that he or she will do the big things right.

...

How do you develop unity? You focus on a common mission. You strive toward a shared goal. You work towards the same purpose.

...

Knowing when to ask for help is a sign of wisdom, not weakness.

...

Lack of time equals lack of priorities. Prioritize what it is important, and you will have time for what it is important.

...

Take responsibility for your own growth. It's not automatic and it's a process that takes daily action.

---

There is a difference between being a peacekeeper and a peacemaker. The latter seems harder.

A question I asked myself about a ministry group that I am in: "Who would miss us if we didn't exist?" An apt question for every team.

...

Teamwork = Learning to play for the name on the front of the JERSEY, not the name on the back.

Two questions to answer when implementing and getting things done: 1) Where are we trying to go? 2) What will it take to get our team there?

...

If you're the leader and your team fails, take it personally. If the team succeeds, give them the praise personally.

Leaders recognize the good and the bad. They strive to further the good and learn from the bad. Constant journey. Constant progress.

Winning an argument isn't as beneficial as winning a friend. Being right doesn't get you on anyone's Christmas card list.

...

Constant improvement. How can we do this better? How can we add capacity? How can we focus our efforts for maximum effectiveness?

In working with new leaders, I encourage them to answer the attitude question (WILL I?) before ability question (CAN I?).

...

If you want to make a big difference, do the small things.

...

Who is teaching you? And who are you teaching? Leaders are learners. Learners are leaders.

One is too small a number for greatness. If you want to accomplish something great you'll need the help of a great team.

...

The road to excellence begins with effort. Be excellent with your effort and work ethic - and the rest will virtually take care of itself.

...

When you disagree are you hostile or humble? Conversation doesn't have to result in consternation.

...

Can leaders stress enough the value and importance of relationships? They are the means and the end, the measurement and the impact.

...

Being excellent means constantly looking to improve. Set the bar and then raise it. Set the bar and then raise it. Set the bar and then...

If you disagree with a person on one point, please don't dismiss them as a person on all points.

...

Define and Attack. Figure out exactly what you need to do - and then jump in and do it. Make it clear... then put it in gear.

...

To be in right relationship is so much better than just being right.

...

The ability to truly listen is an awareness that comes from being fully present.

...

Hard work is not something we should run away from. It's pointless work we should fear.

Being a boss is good - being bossy...not so good. Disagreeing is okay - being disagreeable...not so okay.

People conform because there is strength in numbers, but true strength comes from the person brave enough to stand alone.

...

What is your capacity? Capacity to sustain? Capacity to make things sustainable?...Do you need to expand it? Or do you just need to use it?

...

It's not a question of IF problems are going to come. Problems are a part of the reality of teams. The question is how you will respond?

The story of how you met someone is told /cherished among friends. What stories are you creating with those you meet today?

...

You only get one shot at this life. Make it all that you want it to be. How? Work hard. Love people. Follow your heart. Live out a story...

...

Irresponsibility doesn't make responsibility go away. It just passes responsibility on to someone else.

Leaders take responsibility when they see a need. They also accept responsibility when they make a mistake.

Some strive to be lifelong learners. Are you one who strives to be a lifelong leader\*? (\*learning must be included)

...

Learning that small steps come before big steps. Patience is a virtue. And wisdom is better than quick hitters.

...

Discipline: Pay now and play later. Or play now and pay later. Either way...you pay. And if you play first, you'll pay more.

...

How do you change the culture of a team, place, or event? Sometimes it's a Big Bang; sometimes it's a journey. But it's always with intention.

...

A student was sad he didn't get a leadership position. Told him he didn't need position to influence people. Positions don't make leaders.

Involvement is the key to activity. If you don't do stuff - then you're gonna miss out! Be involved. Be active. Don't miss a moment.

...

A person's character is easier to detect in difficult situations and more measurable in moments of crisis.

...

There is a difference between a good idea and something that sounds good. Leaders need to discern the difference and focus on good ideas.

...

Done with our election/selection of student leaders. Now they become leaders through reflection. Think like a leader thinks.

...

Servant leadership is putting others before yourself. It is living out your ideals and not going along with the status quo of society.

What is something that is free but extremely valuable? Encouragement. Take the time to give someone the free gift of encouragement today.

...

Helping student leaders learn to pay attention by slowing down. Less busyness = more awareness!

...

Many times creativity comes through conversation. Are you talking to those around you? Or going it alone? Conversations unveil creativity.

...

Good character is crucial. Don't make a promise in the moment that can't be fulfilled in the future.

Practice doesn't make one perfect. Practice makes one better prepared.

...

Many things in life are all about vantage point and perspective. Trouble leading people lately? Try to see life through their point of view.

...

Some people don't change when they see the light. Instead they wait until they feel the heat.

...

How do you get people excited and on board with something you are doing? Make it easy, make it personal, make it something with meaning.

---

If your leadership vision keeps changing all the time, it's not a vision...it's a mirage.

If you've got 80% of the people, ideas, resources to move forward why are you letting the last 20% delay action?

...

What are you excited about today? Each and every day should be filled with at least one excitement and passion. What's yours today?

...

Speakers do a disservice to their listeners when they try to communicate a lot of info in a short amount of time. Focus the message.

---

Leaders have the ability to make a life-long impact - for the better or the worse. That's the reality of responsibility. ...You can do it!

...

When you overpromise and overcommit, you'll more than likely underperform.

...

The more I experience leadership, the more I realize how much it has to do with relationships, connections and people. ... like all of it.

People get excited about a compelling vision, not competing visions. That's just confusing.

...

How can you get people to remember you? Be a servant. Put others ahead of you. Serve. Love. Care. (Thanks for the example, Jesus)

...

Courage gives a leader credibility.

What did you (me!) do different today that produced a different result than yesterday?

---

Are you doing what needs to be done? Sometimes in the midst of rough seasons, we overlook the pillars of our responsibilities and leadership.

...

Preparation and strategy go hand-in-hand. Your actions should always be sandwiched by preparation before and reflection after.

...

Leadership is defined by one's response to responsibility. Dodge it / Deflect it or Take it / Accept it.

There is "value" and there is "perceived value". If you have a great product - are you struggling with your perception? Tell your story...

...

Character is developed in the little things long before it is displayed in the big things.

...

Lacking leadership looks like low loyalty & less liberties. Lasting leadership lives long by listening, learning, laughing & loving.

---

One of the ways to serve as a leader in your organization is by lightening the load of those who lead you.

---

What does excellence look like in leadership, teams, organizations? Sometimes it is simply being the most AWESOME at something.

What keeps you up at night or gets you up early? The things we sacrifice sleep for is what we're passionate about.

...

What processes, parameters, and reminders do you have in your life that keep you coming back to the core of who you are and what you do?

Leaders realize that following up is a useful strategy to ensure others are following through.

...

Leaders are all about building relationships. Great leaders are all about taking relationships to the next level and building friendships.

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## The perception that one is leading must start with the presence of the leader. Leaders show up.

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Even with distractions and deterrents, leaders do not let anything get between them and their mission. The mission is always #1.

...

These things are a CHOICE: Positive Attitude, Teachability, Servanthood, Getting Stuff Done. Don't choose their opposite!

...

Experience can teach you the kind of leader you want to be and the kind you don't want to be.

Credibility. Honesty. Responsibility. Truth. People want leaders they can trust and rely on more than anything else.

...

From firsthand experience with young leaders- what is important to them as they choose a team? Passion. Motivation. Consistency. Learners are leaders.

...

Leaders who don't lead themselves well typically don't finish well.

Leaders who actually lead something worthwhile will encounter difficulty. If it's easy, you probably aren't accomplishing much.

...

What has more impact on you- a huge 10 minute downpour? Or a 5 hour light rain? If you want to impact people - do something HUGE and QUICK!

...

Got a problem? You can a) avoid it, b)ignore it, c)run from it, d)or solve it. Only the last one takes care of the problem.

...

Don't live every day like it is your last. Live every day like you would do it again. Follow your dreams. Do what you want. Be who you are.

...

Is the story of your life a page-turner, a barn-burner, a lesson-learner, or a mindless-churner?

A leader must be flexible enough to leave old worlds and tough enough to survive in new ones.

...

Give people REASONS why they should be involved with what you are doing. Without short-term and long-term reasons - it is an uphill battle.

...

The first step to take in order to get rid of a bad attitude is gratitude.

...

What are you passionate about? Untended fires soon become nothing but a pile of ashes.

...

Life is all about people: relationships, friendships, community. So are you pulling people closer or further away?

Today I'm reminded how easy it is to make a commitment. What's difficult is managing and maintaining that commitment.

---

How can leaders have a relevant presence? Be available. Whether by text, FB, Twitter, email, or in person. Be available for those around you.

...

When you take the time to brag on others rather than yourself, it actually makes you look better.

...

Give me a smaller team of dedicated people than a larger team of people who don't care as much. Any day. Every time. It's about the heart.

Passionate people understand this simple principle: What burns on the inside will show itself on the outside.

...

I'm still amazed at the value that humor plays in life, work, and leadership. Sometimes all you need to push thru obstacles is a good laugh.

...

What gets rewarded gets repeated. And what gets repeated gets remembered.

---

Sometimes the right question is more important than the right answer. What questions are you asking? How can you make things better?

There are transitional moments in life and work. From this thing to that thing. How do leaders transition? Excitement. Flexibility. Service.

...

A meeting that doesn't clarify a situation, create an action, or communicate a direction is probably not necessary.

...

Stick to foundational beliefs in life and leadership. Find creative solutions for difficult obstacles - but keep it centered on your core.

...

It's often easy to say "yes" to something or someone. What's difficult are the underlying "no's" that go with it.

...

Leaders solve problems, mend relationships, hurdle obstacles, and continually push forward in their mission toward their goals.

...

Communicating with passion is when your spirit comes across more loudly than your content.

Never be afraid to ask questions. The heart behind questions is seeking more knowledge. And more knowledge is always a good thing.

...

Praise, encouragement, and support make difficult tasks easier. How are you assisting those you lead with their hard work?

...

Leaders get the right people on the bus (team), keep the bus moving in the right direction (mission), and have fun doing it (passion)...

...

You can renew your license, renew your membership, but what are you doing to renew your spirit?

I love doing my best to put other people in the best position to succeed. Everyone is good at something. Help other find their "thing".

...

What fosters the growth of team chemistry? Momentum toward a goal. Dedication for a mission. Hard work that builds relationships.

...

I am trying to be more of a person who congratulates milestones than one who chastises mistakes.

...

I know a lot of people that want to serve in a position of leadership without having to pay the price of leadership.

---

If you are a leader who is trying to do it alone, you're not leading. Leaders create space for others to get involved.

---

Good intentions precede right behavior, but they don't replace right behavior.

We're all just a step away from stupid.

Maturity comes  
with accepting  
responsibilities. It  
doesn't come with  
birthdays.

When it comes to leading, no one can do it for you. That would mean they're the leader.

...

There's one thing you can never delegate away as a leader: YOUR INTEGRITY. Integrity is not a strength, it's a MUST.

...

Leaders are great readers...but also writers. Two tools: a bookmark and a pen.

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The leader doesn't have to be the smartest person in the room, but he or she better make sure there's smart people at the table.

...

Leaders are learners. Add value to yourself today so you have something to add to others.

...

The best way to learn how to lead is also the messiest...one has to actually lead something and someone.

Task-oriented leaders are concerned about this and that. People-oriented leaders are concerned about them.

...

Imagine yourself a year from now and everyone is talking about what you accomplished. What will they say?

...

The life you live on the inside will effect the life you portray on the outside. It will show over time.

When you make a commitment, you create hope. When you keep a commitment, you create trust.

...

The words "Thank You" and "I'm Sorry" are powerful pairs when it comes to leading others.

...

Sometimes the effort to do it perfect keeps me from being productive. Perfection leads to procrastination.

...

Control is not a leadership trait but influence is.

...

Note from last tweet:  
Actually control of self is a good leadership trait. Control of others...not so much.

...

A person doesn't need a position to lead but most certainly needs passion.

If you expect life to be easy, when it's not you complain. If you expect life to be hard, when it's not you are grateful.

...

Good leaders are aware they have to monitor...not micromanage.

...

Leaders need to be students of their followers. Learn your people and they will learn to follow you.

...

Leadership isn't about a place as much as it's about a person. Doesn't matter where you work but who you work with.

...

While you can't control all circumstances, you can control your choice in your - attitude, preparation, enthusiasm, and response.

---

A person without character can be a leader...but not for very long.

Leaders know that people give extra effort through encouragement not punishment. People hold onto their "extra" in negative environments.

...

Self-leadership is a credibility builder. If I can't trust you to lead you, how can I trust you to lead me?

...

Crisis comes to those who cannot control their character and their calendar.

...

A legacy is what you leave when you leave (but you live it out right now).

...

Do the people you spend the most time with push you forward or pull you back? Ask yourself, are you a pusher or puller?

...

Some people want to "appear" a certain way without doing the work necessary to actually "be" a certain way.

If you choose to not live your life with discipline and dedication, then you'll soon be forced to live with desperation.

...

When communicating to an audience, a little self-deprecation is better than self-depreciation. Be confident!

...

Is your leadership style more about control or support? How do you provide opportunities for ownership on your team?

# Lead by example. Most people have to see it to understand it.

Actions have an effect like ripples in a pond. One can control throwing the rock (action) but can't control the ripples (effect).

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The leader's greatest communication skill isn't speaking...it's listening.

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Lead by example. Teach by example. Be the example.

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Solving problems is a leader's job security.

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Leaders who grow go ahead. Leaders who don't grow go away.

Does your accomplishment cause you to rest on your reward? Or does it inspire you to ask, "Now that I have this, what's next?"

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Making a difference means helping to solve a problem for someone who couldn't solve the problem on their own.

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Passion pulls one into leadership. Permission pushes one into leadership. Great leaders have both.

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A servant leader solves problems for the benefit of others. This is also the job description of heroes.

What if today was the "last" day you were able to do something? Would you do it differently, savor it specially, engage it excellently?

Difference between a supervisor and a leader?  
People have to follow a supervisor. People want to follow a leader.

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Leaders admit their weaknesses. Followers already know what your weaknesses are, they just want to know if you know what they are.

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If you set standards high people will take notice of your efforts. If you set standards low people will take nothing from your efforts.

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Vision that lacks clarity leads to confusion and false starts. Leaders kill morale when they keep moving the target.

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When you think about it, reflection is pretty important for effective leadership.

Leaders can lose touch with reality because the higher they climb in an organization the less opportunities they have to receive feedback.

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It's wonderful to know what your strengths are. It's worldchanging to use those strengths in service to something greater than yourself.

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Words can be persuasive. They're even more persuasive when backed up by a life that lives them out.

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People need an example of what they can change TO before they'll be willing to change FROM.

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Surround yourself with people who tell you what you need to hear rather than what you want to hear.

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Leaders who run too far ahead of their tribe of followers tend to discourage rather than encourage them.

Timing can make a good decision great and a bad decision awful (or vice-versa). Wisdom asks: Is this the best time to do this?

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Increase your influence by living as an example that others are willing to pay attention to.

Sometimes you just need to take a step back and re-evaluate it all.

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When people HAVE to follow you, you have authority. When people WANT to follow you, you have influence.

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Influencing others for your own benefit is manipulation...for their benefit is motivation...for everyone's benefit is leadership.

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Isn't it interesting that the higher one moves up in an organization, the less time one has for people? Peoplework is the leader's work.

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Leadership development is closely tied to personal development - for both me and those around me.

IWe often don't get to choose the challenges we face, but we do get to choose our response to the challenges.

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Q: Why excellence? A: Your leadership attracts a certain type of follower. Followers tend to reflect leadership.

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It's difficult to be grateful and negative at the same time. I mean...you could try, it's probably possible...just difficult.

There's a difference between finding time and making time. If we don't want to do it, we can't find the time. If we do, we always make time.

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Creating a compelling vision is kind of like making great plans for Friday night that all your friends want in on.

Don't you think it's time to trade in command & control leadership for connect & collaborate leadership?

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Just because you're in the front of the line of cars in traffic doesn't make you the leader.

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Listening is important for learning. Learning is important for leading. Thus, leaders are listeners.

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Change is hard for people if they don't know why. It's still hard even if they do.

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Problems are opportunities for leadership. No problems...no leadership necessary. I call that leadership job security.

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Sometimes I wish that meetings could be restricted to 140 characters or less.

Peace like a river might be difficult if you also have worry like a dam.

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Sometimes we have to clash and work through some conflict in order to better collaborate with one another.

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True leadership is not based on a position. But then again, neither is servanthood.

At the end of the semester, your effort will reveal your excellence or it will require your excuses.

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Lots of poor decisions have been made in an effort to relieve the tension rather than resolve the conflict.

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Great Legacy Question: What are you doing today to make something easier for someone else?

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Vision's a funny thing. Show people next couple of steps and they get excited. Show them next 10 and they think you're crazy.

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When it comes to leadership, how you accomplish success is every bit as important as what you accomplish.

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An organizational chart may not be the best tool to discover where the leaders are.

Leadership is all about how people react to what we say and do.

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Failure is not the worst thing that can happen to you. Regret is much harder to live with.

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Becoming a leader is a process of learning & unlearning. That's why you need to evaluate your experiences.

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One of the best ways to know if people have caught the vision is if their actions demonstrate understanding.

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One never completes the task of becoming a leader. It's an ongoing process.

If you help the people on your team become great leaders, guess what that makes you?

If you encounter a situation where there's confusion, desperation, or urgency, an opportunity to lead is upon you.

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Greatness is not caused by the absence of weakness.

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Every action a leader takes will be examined and will either inspire the followers or impair their readiness to follow.

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Leaders go first. You influence most through your example. You influence best by being the right kind of example.

Good leaders are able to see alternatives, often holding two opposing viewpoints in mind.

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Good leaders can take the most mundane (but necessary) tasks & tie them to the mission, vision, & values of an organization.

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One of the ways a leader learns to lead is through the response of the followers.

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When a leader makes a mistake, the best response is responsibility.

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Vision = defining "where to go from here" by identifying both the "where" and the "here."

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Ordering & demanding are trademark characteristics of kidnappers, not leaders.  
Leaders do better with influencing & inspiring.

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Leading people = minimal impact. Leading leaders = maximum impact. Great leaders develop leaders.

So many ways to make a difference. From a conversation to a cause. It just takes a little sensitivity to the needs around you.

A “coverup” of your mistakes is like putting “makeup” on your character. At some point, it just looks fake.

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How do you respond to problems?  
Reactive=Manage-a-difference;  
Inactive=Maybe-a-difference;  
Proactive=Make-a-difference.

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Leaders must communicate positive reinforcement to their people. To say nothing is negative reinforcement by default.

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A clear vision doesn't simply hope things will be better. It paints a picture that clarifies how things will be different.

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There can't be a movement without movement.

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Leadership is most obvious (by it's presence or absence) in the face of adversity.

It's not simply setting goals that gets people excited, it's the consequences of reaching them that people are motivated by.

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While leadership isn't about popularity, if you're people don't like and trust you it'll be harder to inspire extra effort.

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Leaders help their people track commitments from conception to completion.

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Leaders know what's going on - in themselves and others. You can't put your head in the sand of the hourglass to see what time it is.

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There's a connection between leading and learning. If you haven't made the connection, you're probably not doing one or the other.

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When there's tension, there's an opportunity for clarity. Tension often forces us to make change - hopefully for the better.

A speech should be more than words. Create an experience for your listeners. Think about the story you are drawing them into.

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When it comes to leadership, an impressive title is only a starting point not a finish line.

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Leaders develop other leaders. Who are you developing?

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Leaders are problem solvers not problem reporters.

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Attitude is contagious. If you're negative please cover your mouth when you talk.

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Look at a leader's life to gauge the effort. Look at a leader's followers to gauge the effect.

The Law of the Rubber Band: You are most effective and useful when being stretched.

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Using the outstanding performance of one to criticize the performance of another is not good leadership.

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Your story is uniquely yours, which makes you uniquely responsible for it. Live a good story today.

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Leaders communicate vision that's clear and compelling...and concise (easier to remember)!

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Leaders love learning just about as much as they love leading. Learning is a litmus test for good leaders.

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State your expectations early...not just when someone fails to meet them.

The leader listens first.

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People want their leaders to be honest. But leaders must decide if their candor will be helpful or hurtful.

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Find out who the leaders are in your group by offering a big challenge. Leaders stretch toward it while others shrink from it.

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If everything is important, nothing is important. People direct behavior to activities in proportion to the value they perceive.

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The leader is the one who is willing to take responsibility.

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Potential leader's will accept responsibility when others avoid it.

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Leaders don't have to create the vision. But they do have to own it and help others own it as well.

When it comes to excellence...starting with it is good, finishing with it is better, but sustaining it throughout sets one apart.

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A leader must ask and answer: Where am I headed? Because others want to know: Where are you taking me?

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Leaders miss the point when they attempt to imitate the actions of others without thinking about the impact of those actions.

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When you reduce problems to small behavior changes, most of them are solvable.

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We might feel grateful, but if we don't express it we come across as ungrateful.

If you don't finish, starting doesn't count.

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Often a fine line between hero and villain. Yet the hero will be the one who puts the needs of others before his or her own.

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Anyone can birth a vision. It's the buy-in that takes leadership.

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We can work hard to add value to people or we can work hard to identify the value already in people.

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Mistakes are an opportunity to learn more than an opportunity to lecture.

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When it comes to leadership, you learn best how to lead the same way you learned how to ride a bike...

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The greatness of a leader is realized in times of difficulty not times of ease.

Momentum transforms problems from probable barriers into passable bumps in the road.

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Something to think about: Your worst day may provide you with the best lessons.

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Leadership grammar lesson: Watch out for the person who wants to be the leader (noun) without actually leading (verb).

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Thinking that a leadership position makes you a leader is like thinking that wearing an NBA jersey makes you a player.

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There's a difference between the leader who uses people to fulfill tasks and the one who uses tasks to fulfill people.

Great leaders tweet :)

## ABOUT THE AUTHORS

Tim and Kenton work together in the Office of Campus Life at Northwest Nazarene University. NNU is located in Nampa, Idaho ([www.nnu.edu](http://www.nnu.edu)). This is the second book they've written together. The first book is called 150 Days and is available on [Lulu.com](http://Lulu.com).

**Tim Milburn** serves as the Director of Campus Life. When he isn't kneedeep in the activities of the University, he's working on developing tools and resources to help students develop their leadership skills. He also speaks at a variety of camp, retreat, and special event settings. Tim is married and has four kids. He makes his home in Eagle, ID.

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