

# THE PATTERN FOR LEADERSHIP

The Pattern for Leadership was created under the direction of, and approved by, the Church Human Resource Committee (consisting of the First Presidency, members of the Quorum of the Twelve Apostles, and the Presiding Bishop). The Pattern provides a framework for learning how the Savior led, the characteristics of extraordinary leadership in the church work environment, and what the work of leadership is within Church operations.



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## SUMMARY OF THE NINE ELEMENTS



### LEAD AS THE SAVIOR WOULD

Leaders in the Church workforce possess increased levels of spiritual strength and depth. Leaders obtain the eyes to see, the ears to hear, and the faith to act and apply the teachings of the Savior to the work. Leaders are courageous yet humble. Leaders lead by their own example, mirroring the characteristics of Christ-like leadership as taught in scripture and through modern day Prophets.

### ACT UNDER THE DIRECTION OF THE SPIRIT

Leaders in the Church workforce live worthily and obtain the assistance of the Holy Ghost to help them ask the right questions, think more deeply, and know the will of the Lord. Leaders are confident in theirs and others ability to be guided by revelation. Leaders are trusted because they always approach the work by asking, “What does the Savior want me to do?”

### ALIGN WITH THE BRETHERN

Leaders in the Church workforce define and work within the parameters they have been given by their leaders. With that guidance, leaders focus their efforts on what is best for the growing worldwide Church. Leaders contribute to and make possible the direction the organization is being led by Prophets, Seers, and Revelators. Leaders align their efforts to the needs of the Church, rather than pursuing individual goals or industry standards.

### DEFINE DIRECTION

Leaders in the Church workforce have come to understand the real purposes of the Church and the real needs of those they serve. Using that understanding, leaders create a vision and strategy to deliver the desired results. Leaders always ask, “How do we make the Church stronger?” and not, “How do we make our work discipline stronger within the Church?” Leaders have developed the spiritual ability to anticipate future direction and prepare for it.

### ORGANIZE WORK

Leaders in the Church workforce organize people, resources, and processes to achieve the desired results. Leaders then define the parameters that should guide everyone’s work. Leaders create plans to accomplish goals in the most effective and efficient way. Leaders help each individual understand how their contribution fits into the greater whole. Leaders seek to help others act instead of being acted upon.

### COUNSEL TOGETHER

Leaders in the Church workforce use councils to define the right questions, understand different perspectives, and receive needed revelation. Leaders ensure that people feel safe enough to ask hard questions and share their own opinions. Leaders step out of their assignment to collaborate across boundaries. Leaders give and receive direct feedback in a way that does not antagonize or anger others, but encourages growth and open communication.

### BUILD CAPABILITY

Leaders in the Church workforce know that leading is teaching. Like the Savior, leaders care for each individual one-by-one. Leaders use the gift of discernment to see the latent good and potential within others. Leaders take the time and use their resources wisely to help each individual become better than they knew they could become. Leaders always ask, “What are the needs of my people?” and they act on the impressions they receive. Leaders are continuously learning.

### ACCOMPLISH WORK

Leaders in the Church workforce always ask, “Are we doing the Lord’s work in the most effective and efficient way?” Leaders work relentlessly to achieve the results they have committed to deliver to those they serve. Leaders initiate innovative and creative solutions to difficult problems. Leaders recognize when change is necessary, support change efforts, and lead others through change.

### RENDER AN ACCOUNT

Leaders in the Church workforce feel personal accountability and responsibility to the Lord for the work they have been given to do. Leaders create meaningful performance measures and use them to guide individual and organizational performance. Leaders provide a truthful report of their stewardship without embellishing success or minimizing shortcoming. Leaders continuously improve their results and how they achieve them.