

Why Use a Navigator (Coach-Consultant)?

It's not for everyone!

It is important to assert that not every leadership team or organization is ready for the Vision Pathway and the presence of an Auxano Navigator. People and systems that inherently resist learning, change, growth and risk should think twice about investing in the process. However, there is a significant season when God prepares a leader's heart, or a congregation's "posture" for such a person. To explain how a Navigator will serve you, we ask that you consider the nature of leadership greatness.

#1 Great performance requires ongoing coaching.

Is greatness an anomaly that exists without coaching? Not usually. Tiger Wood's extreme accomplishment in golf came from a huge commitment to coaching. Tiger's parents secured his first coach when he was four years old. Average performance or even good performance does not need coaching. Coaches bring value to professionals and to people where improvement in nuance brings returns. Coaching brings "the last twenty percent" that makes a world of difference, especially in the areas of clarity and vision.

#2 Great leadership seeks outside perspective.

The most important glimpse of organizational leadership from scripture comes from Exodus 18. In this chapter, Moses gains invaluable insight that leads to the radical reorganization of Israel—an organization of over one million people. What was the source of the insight? It was from someone outside of the system itself—Jethro (his father-in-law)—who happened to observe corporate operations on a family visit. Like Moses, church leaders spend most of their time within a realm, a system, or a bounded set of relationships that usually do not provide new perspectives. Great leaders constantly find ways to tap into insights that transcend their system or operating paradigm. As W. Edwards Deming, the father of modern management wrote, "profound knowledge comes from the outside."

#3 Great management maximizes efficiency.

While leaders do the right things, managers do things right. The process of thinking, planning and collaborating with a team requires a unique set of skills that a Navigator brings. These skills are applied with greater returns when the person facilitating has neither emotional ties nor history with individuals in the process. There is never second-guessing about potential "agendas" or biases that the facilitator might bring. In addition, a facilitator knows when to push and when to pause aspects of the process.

#4 Great learning leverages the learning of others.

Auxano Navigators are learning brokers who speak from the vantage point of having observed success and failure in diverse contexts. The presence of a Navigator can dramatically increase the learning curve for your team. Sometimes this involves redirecting the team from a costly mistake or highlighting an opportunistic element previously overlooked.

#5 Great rewards requires calculated risk.

There is always a real risk bringing someone from the outside into your leadership environment. As you consider engaging the process, don't expect the risk to be removed. Rather, consider the benefits when the right Navigator comes on board. And remember, checking references is one of the best resources to consider as you calculate returns on your investment.

