
Halftime Newsletter March 2011

If at first you don't succeed...

In our January eNewsletter, Lloyd Reeb, Primary Spokesperson for Halftime, wrote about "[Trusting the Halftime Process](#)." He discussed the four stages of Halftime: Discovering Vision, Guided Reflection, Diverse Exposure and Enduring Impact. I want to camp out on the Diverse Exposure stage for awhile.

The reason is simple: Exploring a variety of serving opportunities to leverage your skills and passions can take time and try one's soul. It can be frustrating enough to cause some people to retreat from their exciting Halftime pursuit and slide back into the known and lukewarm. Nobody, especially God, wants that for you. He wants you to "have life and have it abundantly." (John 10:10)

One key to finding the right context for your second half is the "low cost probe." This ingenious idea has diverted thousands of Halftimers from countless blind alleys. The idea here, described by Bob Buford in his book *Halftime* as "seismic testing," is to learn about yourself and possible serving opportunities with a measured amount of time, energy, money and disruption to your life.

When I was in the thick of my Halftime in 2006, my Halftime Coach helped me through several low cost probes. (Truth be told, I let one of them balloon into a high cost probe. It was a stressful, timing-consuming mistake I wouldn't wish on anyone.) One LCP was a great match for my skills, interests, and financial needs, but the "real" ministry work was done on weekends – a boundary I wasn't ready to renegotiate. Another low cost probe fit my interests, but they didn't have a role that fit my skill set. Knowing that my calling is to help others discover their calling, I designed a low cost probe of volunteering for a specified amount of time with Halftime. Over the course of 12 months, my volunteer role morphed into Director of Coaching Services at Halftime.

What I've seen with first half high-achievers is a tendency to perceive dead-end low cost probes as *failure*. Don't fall into that trap! I encourage you to view low cost probes that don't work out as insightful and necessary *cycles of learning* that increase your self-awareness about what makes you tick, where your ego may be getting in the way, and what you really value in life. Consider these dead-ends invaluable "heart checks."

If you have done the hard work to discern your strengths, passions, time availability, specific financial needs, and God's will (not yours) for your life, Halftime has a suite of services we can make available to you, including a new "OneHundredX ministry family" partner called CrossMatch Talent Solutions (www.crossmatchtalent.com).

CrossMatch Talent Solutions is a new enterprise established by our OneHundredX family and is being led by [Greg Barnes](#). Greg was an executive in the retained search and talent acquisition industry for 25 years and, you guessed it, is a Halftime alumnus. Greg came to us seeking God's will for his second half and used the tools and resources of Halftime to discern how God could repurpose the executive search skills he honed in the marketplace. In a prayerful and humble manner, Greg received a vision of matching executive talent with non-profit leadership needs.

If you need help with the context piece of the puzzle (i.e., low cost probes) Greg and his team would love to serve you as part of their Interim Executive Management or Retained Executive Search offerings. I need to warn you, however, this is not your typical "headhunter" operation. Greg's team will want to know your story and learn about your journey. Are you truly ready to be a servant leader? Have you de-toxed from the adrenaline of Life I so you can make an enduring impact in Life II? Have you processed this next step thoroughly with your spouse?

Whether you've done this inner work or not, contact your Halftime Coach to prepare for a discussion with Cross Match Talent Solutions. If you don't have Halftime Coach, contact [Greg Murtha](#), our Chief Connections Officer, and he'll connect you to resources and services that will prepare you for an introduction to CrossMatch Talent Solutions.

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The Power of a Personal Board of Directors

By Lloyd Reeb

Author of [*From Success to Significance: When the Pursuit of Success Isn't Enough*](#)

A Personal Board of Directors is a small group of 3-7 people comprised of family, friends, and/or colleagues who are willing to give you input, honest feedback, inspiration and encouragement over time as you go on your Halftime Journey.

Why do people in Halftime need a Personal Board of Directors?

For years now, Halftime has noticed that people who transition from success to significance in the “healthiest” way have regular input from people who have been specifically asked to provide it. This is different from having a mentor but both are important.

I think my greatest challenge in allowing my personal board to provide truly valuable insights has been that it requires vulnerability and intimacy on my part. After all, this is not a business board of directors helping you analyze your organization’s strengths, weaknesses and opportunities. But stepping into this deeper conversation will pay huge dividends because it will force you to look at your tendencies, thought patterns, and fears. Perhaps more importantly, you’ll get better insight on what your next steps should be along the way.

Mike Samp’s Personal Experience

Mike spent his entire first half in a major manufacturing company and rose to become a senior executive. When the company culture and politics changed his career unexpectedly, he did two things: he looked for expert help from Halftime and he built a personal board. The [Halftime Institute](#) enabled him to put the basic building blocks together for his second half, and a [Halftime coach](#) helped him flesh out the plan but his personal board has and is providing the wisdom and accountability to actually live it out.

Mike’s passion is servant leadership. It’s largely why he was successful in his first half. So he has built a fascinating portfolio of roles around his emerging mission statement, using his new company, *Second Half Servants LLC*, with the tag line “Equipping Global Servant Leaders.” Everything he does surrounds this. Part of his time is serving on the platform of a major international consulting firm, part allocated to teaching and developing servant leadership in his church and he’s doing a low cost probe with *Lead Like Jesus* (Ken Blanchard’s organization).

With Mike’s permission I want to share a small portion of an email he sent recently to an inquiring friend about his personal board... *“This group has proven to be a God-given resource of wisdom, strength and encouragement to me these past six months. I selected my wife Lori, my senior pastor, our two financial advisers and two close Christian friends. Obviously Lori knows me best and is walking this journey with me as my partner. My senior pastor is my closest spiritual advisor. Our financial advisers have helped re-plan our financial future. The two guy friends I asked to serve me are men of deep Christian faith. One is a long time friend, who retired from my same company ten years ago. He is a “Paul” in my life. The other is a relatively new friend I made. He owns his own business and we were drawn together because of a mutual need for a loving but courageous brother. He is the “Barnabas” in my life. We never have board meetings (way too corporate) but they all agreed to this role and to be available whenever needed.”*

William Wilberforce built a personal board of directors he called his “Chummary,” and, in his case, they did all meet regularly. With their assistance, he went forth to transform British society and abolish the institution of slavery. He could never have had such a massive impact if he had pursued changing the world in the name of Christ as a soloist. So, who’s your “chummary?”

For ideas on how to organize your own personal board for your second half adventure, [click here to view or download this document](#).

Lastly take just a few minutes and hear from Bob Buford about the power of his group of close advisors... [click here for Bob Buford on “Personal Board of Directors”](#)