

Introduction To Leadership

Moses said to the Lord, “May the Lord, the God of the spirits of all mankind, appoint a man over this community to go out and come in before them, one who will lead them out and bring them in, so the Lord’s people will not be like sheep without a shepherd.” Num. 27:15-17

He chose David his servant and took him from the sheep pens; from tending the sheep he brought him to be the shepherd of his people Jacob, of Israel his inheritance. And David shepherded them with integrity of heart; with skillful hands he led them. Ps. 78:70-72

Jesus went through all the towns and villages, teaching in their synagogues, preaching the good news of the kingdom and healing every disease and sickness. When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, “The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.” Matt. 9:35-38

*Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. 1 Tim.3:1
And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others. 2 Tim. 2:2*

Importance of Leadership: To the degree we value the glory of God and the love of our heavenly Father, is the degree to which we will learn and practice excellent leadership. Harassed and helpless people have no way of deliverance without compassionate and competent leadership. (see article “Seven Key Paradigm Shifts” which describes the current leader development crisis and the corresponding solution.)

What is Leadership?

1. A leader helps someone move from where he is now to somewhere else, somewhere he/she would not go on their own.
2. “Leadership is the art of mobilizing others to want to struggle for shared aspirations.” Page 30
3. Leaders build bridges: a. from here to a better place, b. from the present to the future, c. from potential to fulfillment, d. from vision to experience.

What are the consequences of no or bad leadership?

Why is there such a lack of good leaders in the family, church, market place, community, civil government?

What are the three general parts of leadership? (Matt. 28:18-20; Nehemiah)

1. The leader established the direction.
2. They align the people in that direction.
3. They motivate and inspire them to move in that direction and to fulfill the vision.

What are the four special elements necessary to be a great leader?

1. Calling
2. Character
3. Competence
4. Culture: the “essence of Christ’s life” emitting out of the heart.

What is the Source of all elements necessary to lead? Jn. 15:5; Gal. 1:15

1. Christ – Indwelling our hearts as King/Lord.

What are the seven “C’s” necessary to develop holistically as a great leader?

1. Christ, 2. Community, 3. Character, 4. Calling, 5. Competence, 6. Contact, 7. Cycle

What are the five practices of exemplary leadership? When Leaders Are At Their Best They Effectively Do Five Important Functions: Taken from “The Leadership Challenge”

1. They Challenge the Process – Leaders are pioneers who are not afraid to venture out and attempt something different and important. They confront the status quo with new ideas, values, vision, strategies, goals. “They’re willing to take risks, to innovate and experiment in order to find new and better ways of doing things....The leader’s primary contribution is in the recognition of good ideas, the support of those ideas, and the willingness to challenge the system in order to get new products, processes, services and systems adopted. They are early adopters...The key that unlocks the door to opportunity is learning.” Page 10
2. Leaders Inspire a Shared Vision – The capacity to see and help others see an exciting, highly attractive future for their organization. “They had visions and dreams that could be. They have absolute and total personal belief in those dreams, and they are confident in their (God’s grace) abilities to make extraordinary things happen. Every organization, every social movement, begins with a dream. The dream or vision is the force that invents the future.” Page 11
3. Leaders Enable Others To Act – Grand dreams only become realities through a group effort. “Leaders enable others to act not by hoarding the power they have but by giving it away. When people have more discretion, more authority, and more information, they’re much more likely to use their energies to produce extraordinary results.” Page 12
4. Leaders Model The Way Through Personal Example and Dedicated Execution. Leaders stand up and live out their core values and beliefs. “Leaders’ deed are far more important than their words and must be consistent with them.” Page 13 “Leaders need operational plans. They must steer projects along a predetermined course, measure performance, give feedback, meet budgets and schedules, and take corrective action. Yet the personal-best cases we examined included very little about grand strategic plans and massive organizational changes; they sounded more like action adventure stories. They were about the power of little things piled one on top of the other until they added up to something big. Concentrating on producing small wins, leaders build confidence that even the biggest challenges can be met. In so doing, they strengthen commitment to the long-term future. Page 13
5. Leaders Encourage The Heart – Climbing to the top is arduous and long, and most all people are tempted to give up. “Leaders encourage the heart of their constituents to carry on.” Page 13 “Love – of their products, their services, their constituents, their clients and customers, and their work – may be the best-kept leadership secret of all.” Page 14

What are the five kinds of power used to influence people?

1. Coercive power.
2. Reward power.
3. Positional power.
4. Expert power.
5. Servant power.

What Constituents Expect of Leaders: Fundamental Credibility

1. Being Honest – The leader must be worthy of our trust.
2. Being Forward - Looking - “We expect our leaders to have a sense of direction and a concern for the future of the organization.” Page 23
3. Being Inspiring – “We expect our leaders to be enthusiastic, energetic, and positive about the future.
4. Being Competent – We must believe that the leader is competent to guide us where we’re headed.

“We may want certain people to be cool and objective, but we want leaders to articulate the exciting possibilities. Leaders don’t just report the news; they make it. Leaders who are forward-looking are biased – biased about the future. They aspire to change the way things are and guide us

to a better tomorrow. But this very admirable and desirable leadership quality means that leaders often become the target of those who propose an alternative future. Thus when a leader takes a position on issues – when that leader has a clear point of view and a partisan sense of where the country, community, or company ought to be headed – that individual will be seen as less believable than someone who takes no stand. Consequently – ironic as it might seem – by the very nature of the role they play, leaders will always have their credibility questioned by those who oppose them.” Page 27 “We place leaders in an awkward position. We demand that they be credible, but we also contribute to undermining their credibility by expecting them to focus on a clear direction for the future. Leaders must learn how to balance their personal desire to achieve important ends with the constituents’ need to believe that the leader has other’s best interests at heart.”

Leadership Attributes:

1. Leadership is relational.
2. Leadership is influence.
3. Leadership is vision.
4. Leadership is empowerment.
5. Leadership is personal responsibility.
6. Leadership is decision-making.
7. Leadership is team-building.
8. Leadership is change or managing change.
9. Leadership is culture. Organizational culture is the set of shared beliefs, values, and behaviors.
10. Leadership is communication.
11. Leadership is motivation.
12. Leadership is persuasion.
13. Leadership is creativity.
14. Leadership is self-management.
15. Leadership is character or integrity.
16. Leadership is credibility.
17. Leadership is trust.
18. Leadership is modeling.
19. Leadership is servanthood.

What Leaders Do.

1. Leaders See The Vision.
2. Leaders Share The Vision.
3. Leaders Shift The Vision.
4. Leaders Show The Vision.
5. Leaders Sustain The Vision.

Leaders Inspire The Heart.

- Leaders touch a heart before they ask for a hand. You can't move people to action unless you first move them in the heart. The heart comes before the head.
- People don't care how much you know until they know how much you care. Dr. John Maxwell
- To lead yourself, use your head; to lead others, use your heart. Dr. John Maxwell
- People don't follow worthy causes...people follow worthy leaders who promote worthwhile causes. Dr. John Maxwell

The Law of Buy-In: Leader + Vision = Results

- People Buy Into the Leader, Then The Vision.

- When followers don't like the leader or the vision, they look for another leader .
- When followers don't like the leader but they do like the vision, they look for another leader.
- When followers like the leader but not the vision, they change vision.
- When followers like the leader and the vision, they will get behind both.

Being Before Doing:

- Leadership is not just something you do; it's something you are. And that's one of the reasons good leaders have such strong magnetism. People are attracted to who they are.
- All leaders desire results, but being must precede doing. To achieve higher goals, you must be a more effective leader. To attract better people, you must be a better person yourself. To achieve greater results, you must be a person of great character. A common problem occurs when a leader's real identity and the desired results don't match up. But when leaders display consistency of character, competence, and purpose, it makes a powerful statement to the people around them - and it draws those people to them.
- If you desire to do great things with your life, then seek to become a better person and a better leader. Nothing great can be achieved alone. Any task worth doing requires the help of others. And if you want to attract good people, you've got to become a better person yourself. If you're willing to do that, then you will achieve outstanding results. John Maxwell.

Your Identity As A Priest, Prophet, and King:

- Too long have we Christians thought that we were supposed to be self effacing, withdrawn milk toasts; we were not supposed to assert the glory of God; we were not supposed to walk with our heads high; we were not supposed to be what we were supposed to be --- kings, reigning with Him even now, in life; masters of our passions and our appetites, masters of sin, master of satanic insidious attempts to invade our territory, beating them off with royal flourishes, not condescending to scuffle with him in the dust, but bidding him to be gone in the Name of Jesus, rising to walk with dignity as those who are kings and reign in life by One, Christ Jesus. Ern Baxter 1 Peter 2:9-10