



LEADERSHIP

- ✓ Inspire People
- ✓ Empower People
- ✓ Shared Vision
- ✓ Lead Change



LEADERSHIP

Building an Effective Team

Acrostic for T.E.A.M.

Togetherness (Create a sense of togetherness)

Empower with authority and presence. Humble yourself in order to build a team.

Accept each other's gifts- we are diverse, but we are called to serve without division.

Mentor others- share your gifts and knowledge with those you lead.

Six Ways to Develop Others

1. Believe they can lead as well as you if not better
2. Train others to not just see, but lead
3. Delegate others within their giftedness
4. Coach others by providing assistance when needed
5. Encourage them to not grow weary in doing good
6. Utilize their talent

Enlisting a Team

1. Pray!
2. Consult with your Pastor
3. Observe those you do ministry alongside
4. Are they available?
5. Are they passionate about the ministry?
6. Are they willing to learn and receive help and counsel from others?
7. Ask

Summary of Leader's Qualifications

- **Giftedness:** Teaching, administration, encouragement, leadership are the most typical gifts of Bible study teachers.
- **Attitude:** Heart for God; Positive
- **Committed:** To serve
- **Authority:** Submissive to God's Word
- **Spirit-filled:** Manifest the fruit of the Spirit: Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness, Self-control (Galatians 5:22-23)
- **Faithful:** Follows God's leading
- **Available:** Flexible to be of service
- **Teachable:** Willing to learn and receive help/counsel from others
- **Pace-setter:** Models godliness- What followers want in a leader: A Calling, Insight, Charisma, Talent, Ability, Good Communication Skills, Character
- **Growing:** Continual and planned for
- **Facilitator:** Not a preacher, teacher, pusher, prodder, or authoritative figure with all the answers. Talks little and lets group members discover, participate, and apply the Word of God to their own lives. Moves people to dependence on Jesus Christ rather than themselves.
- **Shepherd:** Cares for those in ministry with you.

Proverbs for Leaders (Proverbs 25-31)

Proverbs 25:5

Proverbs 28:2

Proverbs 25:6

Proverbs 28:26b

Proverbs 25:15

Proverbs 29:1

Proverbs 27:2

Proverbs 29:18

Proverbs 27:21 NLT

Proverbs 31:30

Proverbs 27:17 ESV

Proverbs 27:23

An Effective Leader is a Good Follower

Prioritizing Jesus as your leader:

- Changes the trajectory of whom you follow and how closely you follow
- It becomes more about pleasing God rather than pleasing man
- Brings clarity and direction
- You are changed from being in His presence

Whom you Follow Matters:

- Do they direct you to Jesus or themselves?
- Are they an “I am here” or “There you are” kind of people?
- Do they lead their followers selfishly, or selflessly?
- Do they encourage you?

What Followers want in a Leader:

- A calling
- Talent
- Insight
- Ability
- Character
- Charisma
- Communication Skills

Conclusion:

1. Following requires and **develops patience.**
2. Following requires and **develops Faith.**
3. Following requires and **develops strength, wisdom, and health.**
4. Following requires **exposes and purifies our motives.**
5. Following **teaches and trains us for mission.**

True North means the internal compass that guides you successfully through life. It is your orienting point- your fixed point in a spinning world- that helps you stay on track...It's based on what is most important to you, your most cherished values, your passions and motivations and the sources of satisfaction in your life.

- Your True North is derived from your life story and your commitment to your Secret Place with God.
- It takes great resolve to stay true to your True North.
- Your True North dictates your direction, actions, and calling.
- Desire drives Discipline. Passion fuels Purpose.



Four Types of Leadership Styles

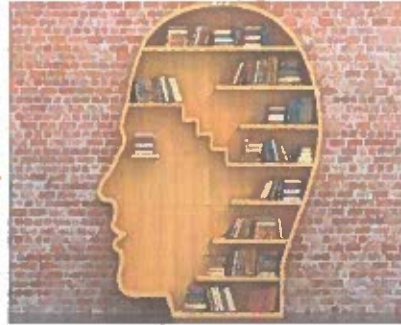
Pragmatists are driven, competitive, and they value hitting their goals above all else. They have high standards, and they expect themselves, and their team members, to meet those standards. They can be bold thinkers, unafraid of visionary leadership, even when others feel anxious. They are also hard-driving and often enjoy smashing through obstacles. Pragmatists rate very high on Challenge, moderately high on Directiveness and Structure, and much lower on Feeling.

Idealists want to learn and grow, and they want everyone else on the team to do the same. Idealists are high-energy achievers who believe in the positive potential of everyone around them. Idealists want to learn and grow, and they want everyone else on the team to do the same. They are very much a coaching leader. They're often charismatic, drawing others to them with their intuition and idealism. Their leadership skills are often quite refined, they're open-minded and prize creativity from themselves and others. Working with idealists offers the chance to be creative and to express oneself. Team members find they have an equal voice and that they learn by doing.

Stewards are dependable, loyal and helpful and they provide a stabilizing and calming force for their team members. Stewards are the rocks of organizations. They're dependable, loyal and helpful, and they provide a stabilizing and calming force for their employees. Stewards' leadership behavior values rules, process and cooperation. They believe that a chain is only as strong as its weakest link, and they stand as the whole chain will allow, taking care and time to help those who struggle to keep up. Unlike a laissez faire leader, the Steward is structured and directive. Working for Stewards offers the chance to be part of a well-oiled machine. Here employees find security, consistency and cohesion. Decision making processes tend to be linear and logical, and there's a clear chain of command. People know who to ask, and what to do.

Diplomats are the affiliative force that keeps groups together and typically build deep personal bonds with their employees. Diplomats prize interpersonal harmony. They are the social glue and affiliative force that keeps groups together. Diplomats are kind, social, and giving, and typically build deep personal bonds with their employees. They're often known for being able to resolve conflicts peacefully and for avoiding conflicts in the first place. Working for Diplomats is often more fun and social than working for other leaders especially the Pragmatists. Diplomats put less emphasis on challenging their employees, focusing instead on putting their people in positions that leverage their strengths in order to achieve success. Diplomats work to avoid having people feel uncomfortable or anxious. The Diplomat is an affiliative leader. Traditional measures of employee satisfaction are often very high for Diplomats. For the appropriate people, working for the Diplomat is a great situation. The Diplomat is the most common of all the leadership styles.

Remember that leaders can be effective or ineffective within each of these four styles, and there are a million subtle variations, but these four leadership styles give us a way to pinpoint some major philosophical differences between leaders.



Accountability as a Leader

As leaders, you are responsible for those you lead. These people are looking to you for guidance, like little children. We have a responsibility to lead and to lead well. (Matthew 18:6)

Matthew 18:6 "But whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone fastened around his neck and to be drowned in the depth of the sea."

Acts 20:28 "Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood."

John 3:30 "He must increase, but I must decrease."

Proverbs 16:12 "It is an abomination for kings to commit wicked acts, for a throne is established on righteousness."

Proverbs 4:23 "Watch over your heart with all diligence, for from it springs all life."



True accountability leads to wise living, which is a combination of knowledge of God through His Word, and the experience of living that out, to the best of one's ability. The temptation in knowing more about God is to become prideful (I Corinthians 8:1)

"Obey your leaders and submit to them, for they keep watch over your souls as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you".

Leaders are servants first. Matthew 20:26 "But among you it will be different. Whoever wants to be a leader among you must be your servant." Servant leadership is a

leadership philosophy where the leader's main purpose is to serve his or her followers. The term was first brought to the public eye by Robert Greenleaf in his 1973 essay *The Servant as Leader* and has since inspired many to trade in the old concept of leadership as a top-down model, to be more focused on the needs and wants of the followers. (John 13:5-8, 12-15 NKJV)

Characteristics

1. Humility and strength
2. Vision
3. Caring and Attentiveness
4. Sacrifice
5. Valuing team members
6. Fairness is a leader's moral obligation (Proverbs 29:14)
7. Leaders see strength in their followers (Philippians 2:3)
8. Great leaders are tactful (Proverbs 29:11)
9. Good leaders are willing to take advice. (Proverbs 11:14)
10. Leaders uplift others and hear their constituents' wishes. (Philippians 2:3-4)
11. Great leaders delegate (Matthew 24:45-47)
12. Honest leaders are rewarded. (Exodus 18:21)
13. Leaders must be trainable (Luke 22:26)
14. Leaders take pride in their work. (Ecclesiastes 9:10)
15. Leaders must know the scope of their responsibility (Luke 12:48)
16. Leaders have a 'word of honor'. (Matthew 5:37)
17. Leaders have exceptional qualities that others aim to have (I Timothy 3:2)
18. Age is irrelevant to good leadership. (I Timothy 4:12)
19. Good leaders are careful of their actions. (Luke 6:31)
20. Leaders do not listen to hearsay. (II Timothy 2:15-16)
21. Leaders are patient with everyone regardless of their capabilities. (I Thessalonians 5:14)
22. Leaders are skillful. (Psalms 78:72)
23. Leaders are admired and imitated. (Hebrews 13:7)
24. Leaders are careful about what they say. (Proverbs 21:23)
25. Leaders have to be more than willing to lead. (I Peter 5:2-4)
26. Leaders lead with passion. (Romans 12:8)
27. Leaders are respected if they respect others. (Hebrews 13:17)
28. Unity is a common goal both leaders and followers should strive for. (Psalm 133:1)
29. Leaders reciprocate good deeds. (Matthew 7: 12)
30. Leaders choose their battles. (Proverbs 23:9)
31. Leaders look after their subordinates. (Acts 20:28)
32. Leaders act with integrity. (Proverbs 16:120)

33. Leaders are steadfast. (Isaiah 40:31)
34. Leaders learn from the example of others. (John 13:13-17)
35. Leaders hold themselves to the highest standard. (Ecclesiastes 10:17)
36. Leaders are fearless. (Isaiah 41:10)
37. Leaders seek spiritual counsel. (James 1:5)
38. Correction is part of good leadership. (Proverbs 12:1)
39. Leaders accept challenges. Proverbs 24:10)
40. Leaders are social people (PROVERBS 18:1)
41. Leaders let the Spirit do the work. (Proverbs 16:32)