

“Leadership is influence. Nothing more, nothing less”. J. Oswald Sanders

## 1. The High Stakes of Leadership.

“The local church is the hope of the world and its future rests primarily in the hands of its leaders” Bill Hybels

“I believe local church is the most leadership intensive enterprise in society” Bill Hybels

“The most strategic person in the life change process of the church is the leader” Bill Hybels

“I believe there is a spiritual gift of Leadership some have it and some don't” Bill Hybels

“Leaders have a responsibility with what God has entrusted – we must do that for which we were designed and built” Bill Hybels

“I believe most churches unintentionally undermine the expression of leadership gift, as they fail to teach about it and create governmental systems that frustrate leaders” Bill Hybels

“I believe almost everyone loves to be well lead” Bill Hybels

“People ask the difference between a leader and a boss. The leader leads, and the boss drives.” Theodore Roosevelt

“The leader must earn the right to lead and others choose to follow” J Oswald Saunders

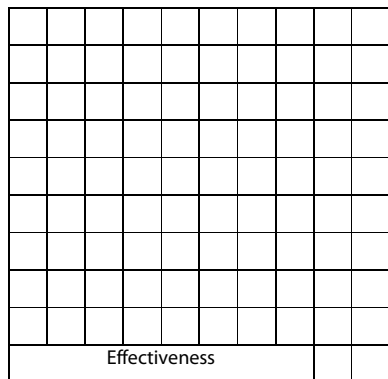
“Leadership is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on someone catching a vision from God, and mobilizing others to join them in its fulfilment. When this happens, leadership arises in its purest form. Today, many regions of the world are crying for godly, effective leaders” John Maxwell

## 2. Eight Characteristics of Spiritual Gift of Leadership:

- I. Develops and communicates a God-honouring vision -
- II. Builds teams around themselves to achieve vision – aligns members so their gifts are optimized
- III. Inspire their co-workers - it is the leader's job to inspire
- IV. Sense the need for change in the church -aware of what needs improved
- V. Establish core values and ethos
- VI. Allocate resources effectively
- VII. Learn to spot breakdowns
- VIII. Create leadership culture - always spotting potential leaders

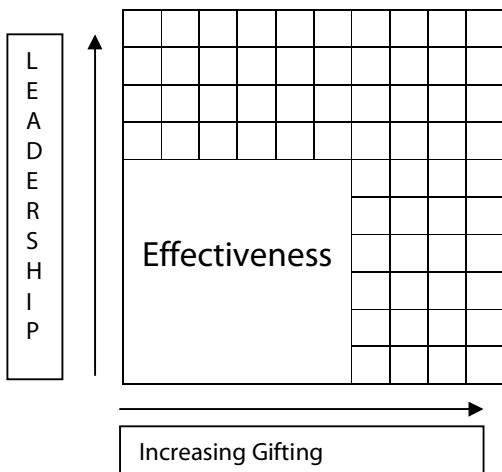
3. A Leaders multiplier. (after John Maxwell)

“The higher the leadership the greater the effectiveness”.



Giftedness is vital to the success of any endeavour, without it you will never attain your goals. If you increase your giftedness from a 6 to an 8 you can increase your effectiveness by 25%. However if your leadership is only 1 your effectiveness will look like this.

You can continue to keep raising you giftedness but this increasingly difficult as the time required produce real excellence becomes larger and larger for smaller and smaller increases.



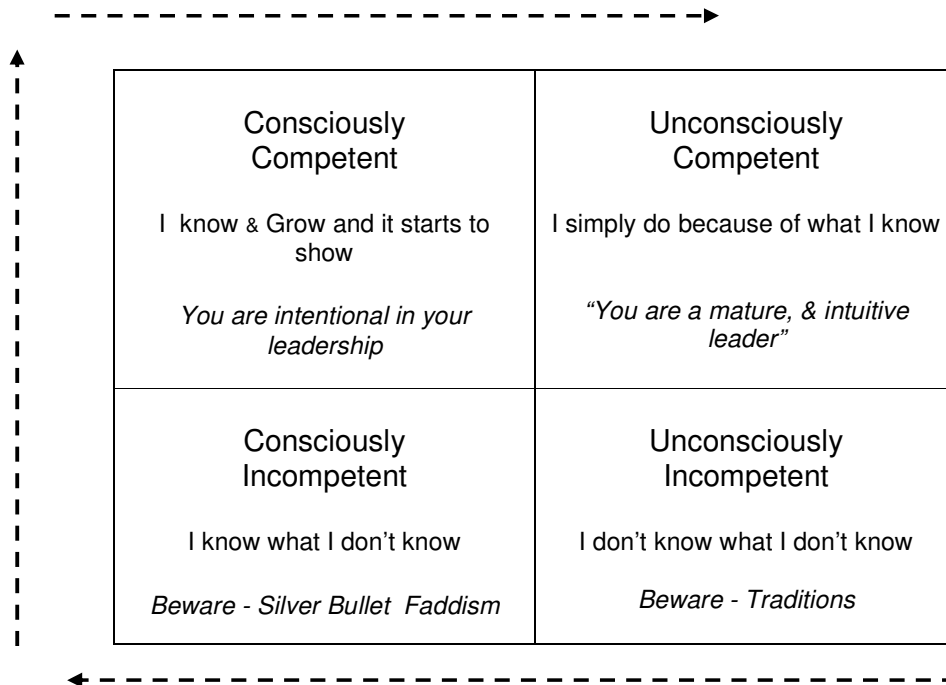
The answer is to raise the level of leadership involved in your endeavour, a raise from a 1 to 6 may require some real intentionality but the increases your effectiveness are 600%.

Leadership (far more than gifting) is the lid on personal and organisational effectiveness. In saving a stalled organisation the true is you either have to change the leader or the leader has to change.

John Maxwell recalls in interesting conversation I asked a consult involved in turning round failing organisations “what do you do on day one?” The answer was swift – “You fire the leader”. I asked “You always fire him; you don’t talk to people first so check out if he is good leader?” “No! You fire the leader every time, if he was a good leader the organisation wouldn’t be in a mess”.

The good news is leaders are not born leaders. Yes they may be predisposed to lead but most of what makes an effective leader is learnt. It is better caught than taught, but it requires intentionality and a lot of time.

#### 4. The four phrases of Leadership Growth



Phase 1.

*"As long as person doesn't know what he doesn't know, he doesn't grow"* John Maxwell

Most people in this stage are either unaware that they are a potential leader so give no thought to it or think that leadership is easy and anyone can do it.

Phase 2.

*"Successful leaders are learners" "When you have finished learning your finished"* John Landy

*"To be conscious that you are ignorant of the facts is a great step to knowledge"* Benjamin Disraeli

At some point in life we are placed in a leadership position and we look around and realise no-body is following. That's when we realise that we need to learn how to lead.

Phase 3.

*"Nobody's a natural. You work hard to get good and then work to get better. It's hard to stay on top."* Paul Coffey (NHL)

Most Leaders are have seen leadership modelled during of their lives, they have learned leadership, through training, reading, and experience and have the self discipline to pay the price to be a great leader.

Phase 4.

*Leadership develops daily not in a day* John Maxwell

When you are at phase 3, you can be pretty effective as a leader, but you have to think about every move you make. However when you get to this stage leading is almost automatic, at this stage leading looks easy and the results appear larger than life.

## 5. Levels of Leadership. (John Maxwell)

“Each level builds leadership equity”

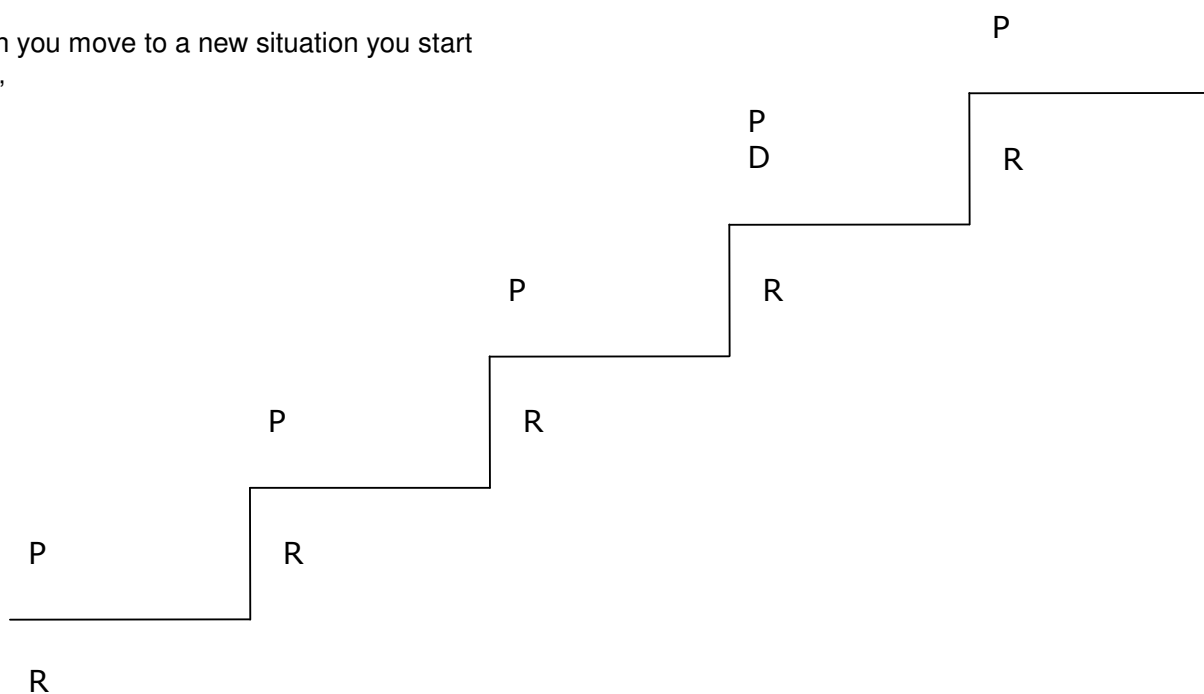
“Each level stands on the one below”

“You are not at the same level with everyone”

“The higher you go longer it takes”

“The higher you go the greater the commitment”

“When you move to a new situation you start again”



The Trust Equation

$$\boxed{T} = \frac{\boxed{C} + \boxed{D} + \boxed{R}}{\boxed{S \quad I}}$$

## Level 1 - The Positional or "My Rights" Leader

- Security is based on title not talent.
- This level is often gained by appointment – *all the other levels are gained by ability.*
- People will follow a positional leader beyond their stated authority
- Positional leaders have more difficulty working with Volunteers, the well educated or the young.

If a positional leader is to progress they must:

- Accept responsibility
- Be hard working
- Be committed to excellence
- Do more than expected
- Be a team player
- Offer creative and constructive ideas.

## Level 2 - The Permission "My Relationships" Leader

*"The most important single ingredient in the formula of success is knowing how to get along with people."* Theodore Roosevelt

*"People who are unable to build solid lasting relationships will soon discover that they are unable to sustain effective leadership"* John Maxwell

- People follow you because they want to.
- People **will** follow a permission leader beyond their stated authority
- Permission leaders have a limited time window, and some equity to move the organisation forward.
- Caution you can not skip this level.

This leader is loved by their followers

If a permission leader is to progress they must:

- Possess a genuine love for people.
- Empathically
- Do win – win or don't do it
- Desire others to be fulfilled
- Be a team player
- Deal wisely with difficult conflict

### Level 3 - The Product or “My Results Leader

- People will follow you because of what you have done for the organisation,
- Success is sensed by most people. Results leaders have the “big mo” equity – which helps fix problems
- People gather to results leaders because they love to get together to achieve something.

This leader is admired by followers

If a results leader is to progress they must:

- Communicate vision and strategy
- Initiate and take responsibility for growth
- Work towards agreed goals and targets
- Focus on those activities that bring highest return.
- Be a wise change agent
- Take the tough decisions

### Level 4 - The People Development or “Reproducing” Leader

*“The function of leadership is to produce more leaders, not more followers.” - Ralph Nadar*

- People will follow you because of what you have done for them.
- Others notice that people with a People Developing Leader demonstrate strong performance.
- People Developing Leaders won people's heart by helping them grow personally.
- Caution to new people you may be a positional leader.

This leader has a core of loyal followers

If a People Developing leader is to progress they must:

- Be a model for others to follow.
- Walk slowly through the crowd.
- Develop Key top 20% influencers
- Realise people are your most valuable asset.
- Expose key leaders to growth opportunities.
- Surround yourself with leaders of complimentary gifting.

## Level 5 - The Personhood, Respect

- People will follow you because who you are and what you represent.
- It takes a lifetime of proven leadership to reach this level

This leader has a movement of loyal and sacrificial people

If a Personhood leader has.

You have spent years mentoring and moulding other key leaders

You are sought out as a statesman by those beyond your organisation.

You love to see younger leaders grow and develop.

You are still open and still learning.