



# NALC Pastors Conference

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San Antonio, Texas

# Leadership

- ▶ Are you a leader?
- ▶ What makes you a leader?
  - Is it your degree?
  - Your knowledge?
  - Your ordination?
  - Your experience?
  - Your call?
  - The fact that you are a paid professional?

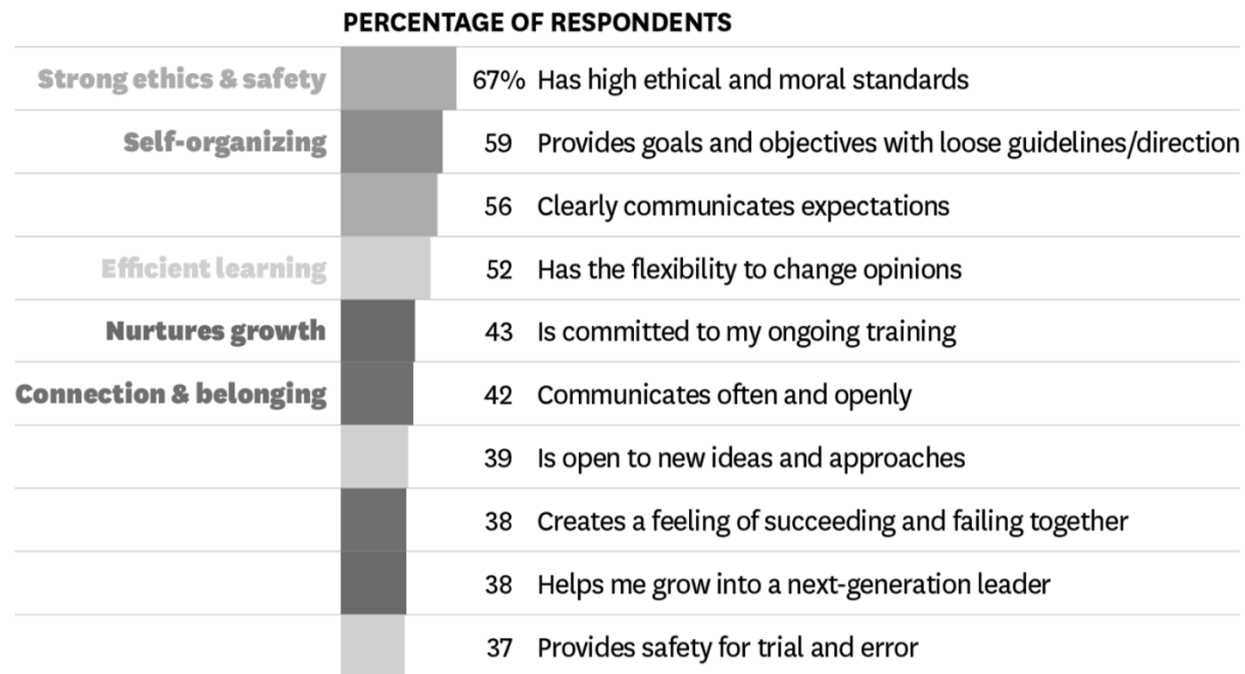
# What Makes You A Leader?

- ▶ You have created a group of followers.
- ▶ If you see yourself as a leader and you look behind you and there is no one following you, you are not a leader. You are just a individual out for a walk.

# Top Ten Leadership Competencies

## The Top 10 Leadership Competencies, Grouped Into Five Themes

When 195 global leaders were asked to rate 74 qualities, these rose to the top.



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# High Ethical and Moral Standards

- ▶ Integrity — You believe and do what you say you believe.
- ▶ Safe Environment — You create an environment of trust in which people close to you feel safe. When people feel threatened and unsure or endangered, they tend to respond with a fight-or-flight response.
- ▶ Leaders don't see themselves as the victim of the environment but rather those who have the responsibility for creating or establishing the environment.

# Provides Goals and Objectives

- ▶ Clear sense of direction – Alice in Wonderland “if you don’t know where you are going, any path will take you there.”
- ▶ How do you establish that direction? Collaborate or decree?
- ▶ In determining the guidelines to get there, give people around you the chance to use their gifts and creativity.
- ▶ Distribute power (empower others)

# Clear Communication

- ▶ Consistent
- ▶ Explicit expectations
- ▶ Avoid blindsiding people with your assumptions that were never articulated
- ▶ Ensure that everyone is on the same page (feedback)

# Flexibility

- ▶ Demonstrates the ability to change your opinions
- ▶ The input of others is trusted
- ▶ The input of others has influence in your life
- ▶ It is a profound way to value the contributions of others
- ▶ Creates a greater sense of community and teamwork



# Committed to Training Others

- ▶ Desire for people reach their full potential
- ▶ Affirms the potential you see in them
- ▶ Invest in them
- ▶ Help them to find ways to increase their knowledge and skill sets
- ▶ Value their growth and increased capacity

# Communicates Often and Openly

- ▶ Resist just giving information
- ▶ Ask for input
- ▶ Get progress reports (How is it going?)
- ▶ Learn to ask questions that take them deeper into understanding what is happening to them and to others as they accomplish goals and objectives
- ▶ Important way to grow the relationship

# Open to New Ideas and Approaches

- ▶ Openness to new ideas helps people to think creatively
- ▶ Hear them out — Ask questions about how their idea would work and what the outcomes might be with positive impact
- ▶ Give them time to process their own idea
- ▶ Ask for follow-up — “Have you thought any more about your idea?”
- ▶ Value the learning that will result regardless of the outcome

# Creates A Sense of Succeeding and Failing Together

- ▶ Failure is required for learning
- ▶ If all we are concerned about is results, it can discourage people from taking chances
- ▶ Value the learning that comes in problem solving
- ▶ Try to look at all sides of why something succeeded or why something failed

# Creates A Sense of Succeeding and Failing Together

- ▶ Targeting others for blame from a position of self-righteousness will produce an environment in which you will be blamed by others from their own position of self-righteousness (What goes around comes around)
- ▶ “We are in this together” means accepting some of the responsibility all the time
- ▶ Learning to accept criticism (What is the worst thing that can be said about you?)

# Grows the Next Generation of Leaders

- ▶ Think of the people who invested their life in yours
- ▶ The best way to demonstrate your appreciation for their love, care and mentoring is to become a leader committed to investing your life in the lives of others
- ▶ This level of valuing others demonstrates the primacy of relationships and true commitment to the Church you serve

# Provides Safety for Trial and Error

- ▶ All learning includes failure
- ▶ Talk about it together so everyone can learn
- ▶ Failures often teach us more than our successes
- ▶ No disciple is perfect – but every disciple is committed to the growth that comes from admitting their mistakes

# How Did Jesus Create His First Disciples?

- ▶ Called them
  - Responded to their needs
  - Invitation to follow him
  - On a mission that they did not fully understand but seemed absolutely clear to Jesus
  - He gave them a new sense of purpose and new direction for living
  - Valued them
  - What are the implications for your ministry?



# How Did Jesus Create His First Disciples?

- ▶ Jesus taught them
  - Revealed who He was (it's hard to follow someone you don't know)
  - Jesus grew His relationship with them through transparency regarding His identity
  - He revealed the nature of the kingdom of heaven He came to proclaim
  - Clear vision
  - Clear direction for his ministry
  - What are the implications for your ministry?

# How Did Jesus Create His First Disciples?

- ▶ Jesus equipped His disciples
  - Preaching – Teaching – Healing
  - Instruct – Observe – Implement
  - He sent them out to do what He was doing
  - What are the implications for your ministry?

# How Did Jesus Create His First Disciples?

- ▶ Transformation through relationship with Jesus and the community He created
  - Selfless love (Agape)
  - Self-denial
  - Bearing the cross
  - Freed for life and love
  - What are the implications for your ministry?  
(How do people experience this where you are?)

# How Did Jesus Create His First Disciples?

## ▶ Witness

- “You will be my witnesses in Jerusalem, Judea, Samaria to the ends of the earth...”
- Speak the Gospel
- Live the faith in word and deed
- What are the implications for your ministry?

# How Did Jesus Create His First Disciples?

- ▶ The goal of discipleship is always in the direction of leadership
- ▶ Leading others to know Jesus and to follow Him
- ▶ Walking with them in the process of growing in the faith
- ▶ Creating a community that can nurture and sustain disciples

# How Did Jesus Create His First Disciples?

- ▶ In Acts we see the goal
  - Complete dependence on the Holy Spirit
  - Sustained through prayer
  - Many come to faith and begin the journey of following Jesus
- ▶ What are the implications for your ministry?