



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?

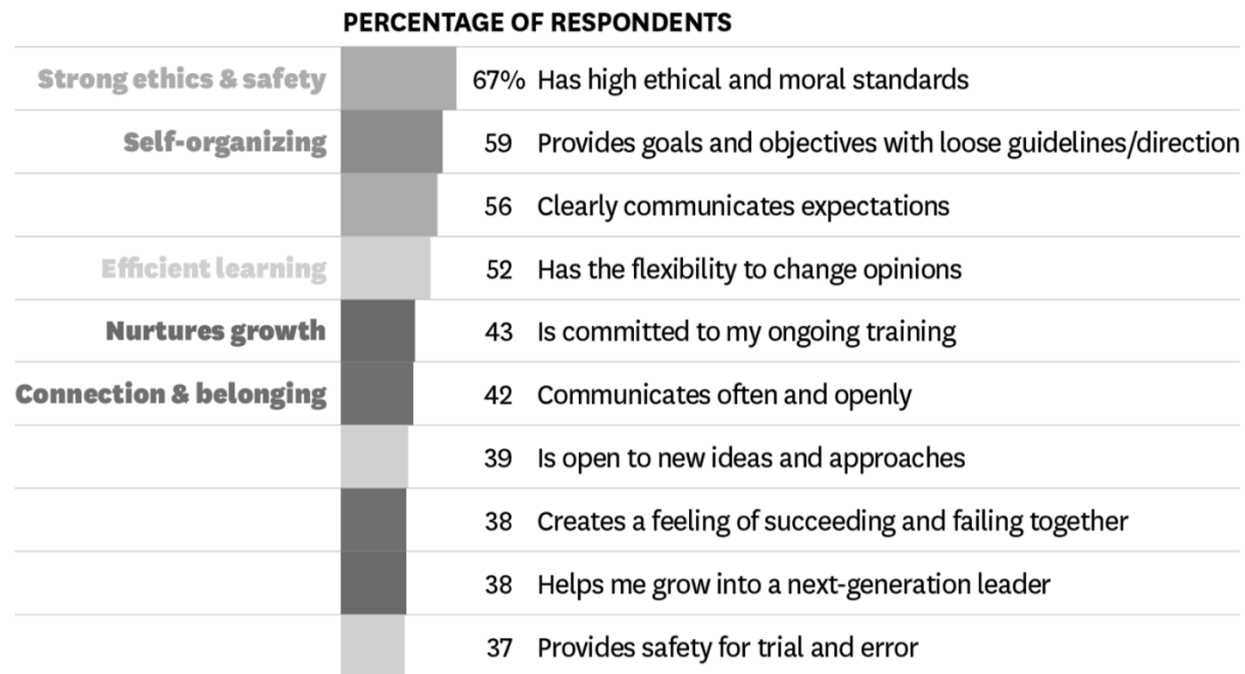
What Makes You A Leader?

- ▶ 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.



SOURCE SUNNIE GILES

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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?