



# LEADERSHIP



*Facilitated by*  
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**Are you a Leader?**

# Keys to Effective Leadership

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# Program Overview

**Learning Objective:** You will reach the following conclusions:

- Leadership is not optional; it's **essential**.
- Leadership is never a **luxury**; it's always a **necessity**.
- The essence of leadership is **servicing**.

# Program Overview

## Goals for this workshop:

- A clear **understanding** of servant leadership.
- A clear **vision** of what a servant leader can **accomplish**.
- A clear **description** of the **obstacles** we face.
- A clear **direction** for each **leader** and the leadership **team** to apply these principles.

# Servant Leadership Development

## **What is the essence of servant leadership?**

- Aim is always the best interest of those they lead
- Satisfaction in the growth and development of those they lead
- Willing to accept obligation
- Desire accountability and share power

# Five Principles of Authentic Leadership

1. Committed to a team with a shared vision, purpose, and methods
2. Based on affirming, honest relationships. It seeks the best of the other person



# Five Principles of Authentic Leadership

3. Primary responsibility is to reflect the attitude and the example of Jesus Christ
4. Accountable to a higher authority and exists to serve God and others
5. Accept the call to serve whether others deserve it or not



# 1 Timothy 3:1-15

Privilege and Responsibility of Being a Servant Leader can be found in I Timothy 3:1-15

Blameless, Sober, Good behavior, Patient, Not a novice, Have a good report, Grave, Proved, Grave wives, Not slanderers, Faithful in all things

# Session #1: A Team with a purpose

**Principle:** Servant leaders are committed to a team with a shared vision, purpose and methods.

1. Vision may be initiated by an individual but most often fulfilled by a group
2. God believes in teamwork:
  - a. Moses – Exodus 18
  - b. Gideon's 300 – Judges Chapter 7

# Session #1: A Team with a purpose

- c. Ecclesiastes 4:9-10
- d. The 12 Apostles
- e. Five-fold Ministry – Ephesians Chapter 4

3. An effective team is united by a shared vision and purpose and enjoys each other

# Session #1: A Team with a purpose

- a. When together, the atmosphere is informal, comfortable and relaxed
- b. Members are involved and interested, whether speaking or listening
- c. Practices H.O.T. communication

## Session #1: A Team with a purpose

- d. Values the contribution of each member
- e. Values positive disagreement and healthy tension
- f. Affirms strengths of others and protects their weaknesses
- g. Thrives in an atmosphere of grace

# Session #1: A Team with a purpose

## 4. Common obstacles to team work:

- a. Leadership stuck in a comfort zone
- b. Lack of seeing lives changed
- c. Conflict between the leader's vision and the congregation's vision
- d. Lack of spiritual zeal
- e. Lack of training

# Session #1: A Team with a purpose

- f. Selfish ambition and the desire to look good
- g. Unrealistic expectations
- h. Too busy
- i. Sin
- j. Personal and family life out of control

At the core of every thriving ministry is a unified leadership team that loves each other!



## Session #2: Relationships: The Heart of Leadership

**Principle: Servant leadership is based on affirming, honest relationships. It seeks the best of the other person.**

1. Leadership is influence: influencing others to think, to feel, to act in certain ways

## Session #2: Relationships: The Heart of Leadership

**“One man can lead others only to the extent that he can influence them.” – J. Oswald Sanders**

2. Influence begins with involvement. Effective leaders get involved with people
3. Effective influence lies in relationships

## Session #2: Relationships: The Heart of Leadership

**A relationship is the mutual sharing of life between two or more people.**

**Nine axioms of relationship (1 Thessalonians 2:1-12):**

1. Intentional
2. Need based
3. Forgiving
4. Long term

## Session #2: Relationships: The Heart of Leadership

### **Nine axioms of relationship Continues...**

5. Unique
6. Encouraging
7. Necessary
8. Co-operative
9. Energizing

## Session #2: Relationships: The Heart of Leadership

### **Four Building Blocks of Relationships:**

1. Trust
2. Love
3. Respect or Honor
4. Understanding or Knowledge

**Servant leadership is based on affirming, honest relationships. It seeks the best of the other person.**

## Session #3: Follow The Leader

**Principle: The primary responsibility of a servant leader is to reflect the attitude and the example of Jesus Christ.**

**Whenever Jesus expressed His reason for coming to the earth, He did so in terms of Servanthood. Jesus came to serve – Not to be served. Not to be rich and prominent. Not to attract attention by His popularity.**

## Session #3: Follow The Leader

**THE ESSENCE OF EFFECTIVE LEADERSHIP IS IN SERVING. WE LEAD BEST WHEN WE SERVE.**



## Session #3: Follow The Leader

Servant Leadership begins in the mind with the attitude of Jesus Christ (Philippians 2:5-8). Jesus existed in the very nature of God. And because He was unselfish, He did two illogical things:

1. He laid aside His privileges and became a Man
2. As a man, He chose to become a servant

## Session #3: Follow The Leader

**BEING A SERVANT LEADER IS INTENTIONAL; IT BEGINS WITH A RADICAL CHOICE TO RELINQUISH WHATEVER KEEPS YOU FROM BEING A SERVANT.**

## Session #3: Follow The Leader

Servant Leadership follows the example of Jesus Christ (John 13:1-17).

1. A servant leader doesn't need public attention.
2. It may be difficult to serve some people.
3. A servant leader stoops to meet needs.
4. There is no special status to servant leadership.

## Session #3: Follow The Leader

### **Servant Leadership Overcomes Common Obstacles:**

1. Selfish ambition
2. Addiction to things
3. Obsession to be in control
4. Appetite for thrills
5. Life of status
6. Unwillingness to love life
7. Ascending into greatness
8. Ingrained bitterness

## Session #3: Follow The Leader

What kind of impact do you want to have on people?  
What would be the costs? Is it worth it? Why or why not?

## Session 4: Who Has Clot?

**Principle: Every servant leader is accountable to a Higher Authority and exists to serve God and others.**

Definitions:

1. Power – Ability to influence people to do something or to change in some way whether they want to or not.
2. Authority – Right to exercise power.
3. Responsibility – Accountable for the use of power.

## Session 4: Who Has Clot?

As a church leader, you have power to lead and the authority to use that power.

- Power comes with the job and the position
- Power is appealing
- Power has a seductive pull on those in leadership

Mark 10:42-45 – Servant Leadership is not patterned after the power models of secular leadership.



## Session 4: Who Has Clot?

### **Power leaders:**

- Exist to control
- Enjoy the spotlight and being the “Lead Dog”
- Gain control/ Hoard it/ Use it for their benefit
- Keep the focus on themselves and their agenda
- Consumed with self interest

## Session 4: Who Has Clot?

### **Power leaders are willing to:**

- Manipulate, intimidate, eliminate or abuse those who differ
- Slander/deceive/coerce, make all the decisions
- Demand obedience/loyalty
- Love to dictate/bark out the orders
- Pull rank to get their way
- Greatness determined by always moving up

## Session 4: Who Has Clot?

**Jesus said, “NOT SO AMONG YOU.”**

Servant Leaders Use their power to serve, not rule (Mark 10:43-45).

Servant Leaders ambition is not self-centered, but self-sacrificial.

## Session 4: Who Has Clot? Continues...

### **Servant Leaders:**

1. Exist to serve
2. Share the spotlight and being a servant first and foremost
3. Use power to serve others
4. Make Christ the central focus and agenda
5. Consumed with the interests of others

## Session 4: Who Has Clot?

### **Servant Leaders are willing to:**

1. Help, Care, teach, and Love
2. Allow others to make decisions
3. Initiate obedience/Inspire loyalty
4. Love to serve
5. Never seek to get their way because of their position
6. Greatness determined by always moving down

## Session 4: Who Has Clot?

### **POWER SERVES, NOT RULES:**

Serve with power and they will not rebel against your power; use power for yourself and you will lose respect and maybe your position.

Servant Leader serves rather than being served.

A servant leader is submissive to the Lord Jesus (2 Cor. 5:14-15).

## Session 4: Who Has Clot?

### **POWER SERVES, NOT RULES Cont...**

A Servant Leader is submissive to the Lord's interest (2 Cor. 4:5).

1. Christ is interested in God's glory (Jn. 17:4)
2. Christ is interested in proper worship (Matt. 21:12-16)
3. Christ is interested in discipling people
4. Christ is interested in restoring



## Session 4: Who Has Clot?

### **POWER SERVES, NOT RULES Continues...**

5. Christ is interested in disciplining rebellious saints to maintain the purity of the church
6. Christ is interested in correcting competitive leadership
7. Christ is interested in stable marriages
8. Christ is interested in having servant leadership

## Session 5: When Down Becomes Up

Principle: Servant Leaders accept the call to serve whether others deserve it or not. Servant Leadership is:

- Team Oriented
- Relationship Focused
- Christ Centered
- Power Plays avoided
- Humility Energized

## Session 5: When Down Becomes Up

Jesus: "...For I am gentle and humble in heart (Matt. 11:29).

**HUMILITY** is the pushing aside one's own selfish desires and pleasures to consider the good of others.

## Session 5: When Down Becomes Up

A Servant Leader cuts himself off from a “me first” mindset (Phil. 2:3).

### **ME FIRST:**

- Erects a shrine to I, Me, Mine, Myself
- Craves self-promotion and advancement
- Builds a personal following to advance its own cause
- Pushes its own agenda at the expense of others
- Seeks to arrive at the top of the heap with power

## Session 5: When Down Becomes Up

### **ME FIRST Cont...**

- Money and material possessions to satisfy self indulgence
- Lies at the root of family arguments
- Wrangles with business associates
- Insists on personal rights

**THE ONLY MEASURE RADICAL ENOUGH TO DEAL WITH THE “ME FIRST” MINDSET IS “DEATH.”**

## Session 5: When Down Becomes Up

### **A servant leader:**

- Views others as more important than himself (Phil. 2:3)
- Lets his personal interests include the interests of others (Phil. 2:4)

**When you become a Servant leader you lose the right to think only of yourself.**

## Session 5: When Down Becomes Up

A Servant Leader can rejoice that God exalts the Humble.

- “Therefore, God highly exalted Him.” Phil. 2:9
- “Humble yourselves in the presence of the Lord and He will exalt you.” James 4:10
- “Humble yourselves, therefore, under the mighty hand of God, that He may exalt you at the proper time.” 1 Pet. 5:6



## Session 5: When Down Becomes Up

**The way down: Moving from self-indulgence toward God and others – is the way up. It's decent into greatness.**

## Section II: Understanding How Ministry Teams Work

### **What Makes a Good Team Work?**

- Each member has something to add to your team
- Formulate team objectives carefully and take them seriously
- Team members must support each other
- Break long-term aims into short-term projects
- Allocate a clear deadline for each of your projects

## Section II: Understanding How Ministry Teams Work

### **Matching Team to Task:**

- Form strong bonds with other team members
- Decide what style of team is appropriate for your objectives
- Find a sponsor – someone who can promote the team's work
- Remind members that they are all team participants
- Fix goals that are measurable to keep your team focused.
- Make use of the power of friendship to strengthen a team

## Section II: Understanding How Ministry Teams Work

### Points to Remember:

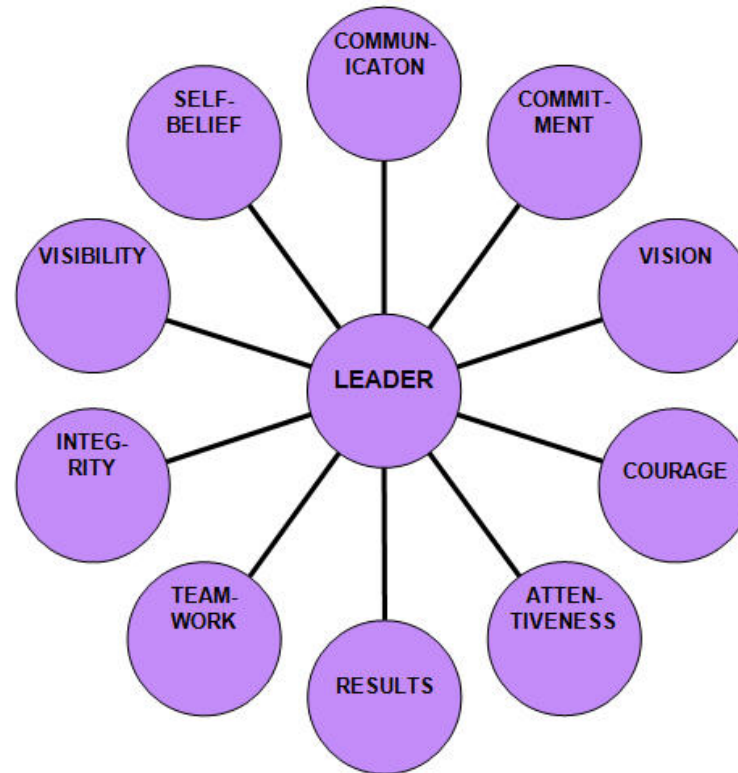
- A team member is still an individual
- Cross-functional teams offer people the chance to learn about the roles and work of others
- Formal teams need informal elements to stimulate their work
- Teams cease to be teams if one member becomes dominant
- Members should make sure that they are working toward the same goals

## Section II: Understanding How Ministry Teams Work

### Analyzing Team Roles:

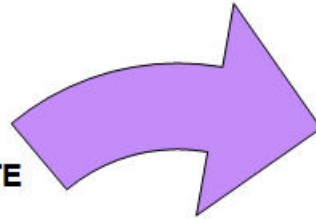
- Always choose leaders on merit, regardless of other considerations
- Look for a strong team commitment from a leader
- Remember that everyone in a team thinks in a different way

## Section II: Understanding How Ministry Teams Work



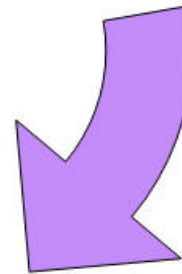
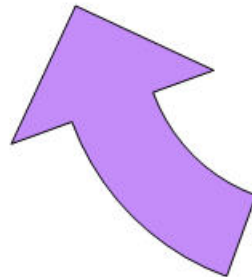
## Section II: Understanding How Ministry Teams Work

**FACILITATE**



**INSPIRE**

**IMPLEMENT**





## Section II: Understanding How Ministry Teams Work

### **Balancing Skills within a Team:**

- When recruiting, look for growth potential
- Pay close attention to lack of relevant experience
- Take people out of the team if they do not perform
- Find people with a good level of personal skills and help develop them

## Session 2: Understanding How Ministry Teams Work

### **Setting up a Team:**

- Set challenging goals that are realistic in view of your deadlines
- Consider ambitions of team members when setting targets
- Do not let failures of one part of a project jeopardize its overall success

## Session 2: Understanding How Ministry Teams Work

### **Establishing Team Trust:**

- Keep tasks to yourself only if you know that no one else can do them
- Do not delegate any unnecessary work scrap it
- Give your team the freedom to make its own decisions

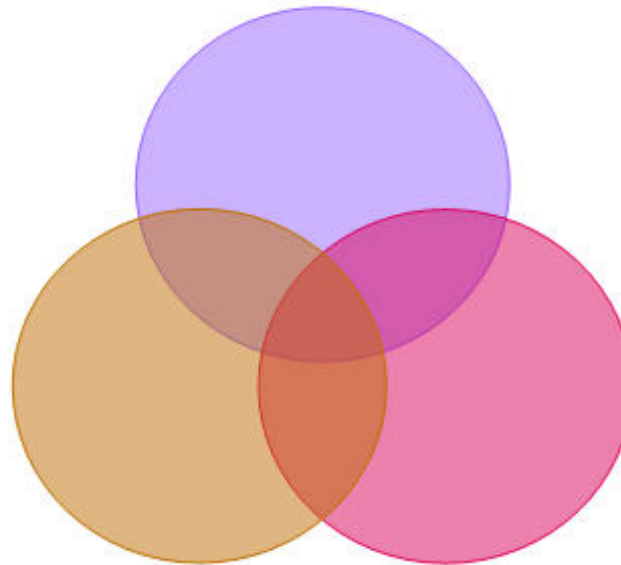
## Session 2: Understanding How Ministry Teams Work

### **Establishing Team Trust Cont...**

- Encourage positive contributions from members
- Acknowledge, publicize and celebrate team successes
- Find an easily accessible way of displaying team progress
- Encourage others to form working partnerships with the team

## Session 2: Understanding How Ministry Teams Work

Team works to a common  
end to complete tasks



Each individual contributes to  
team effort to complete task  
at hand

Needs of individual  
are addressed by team

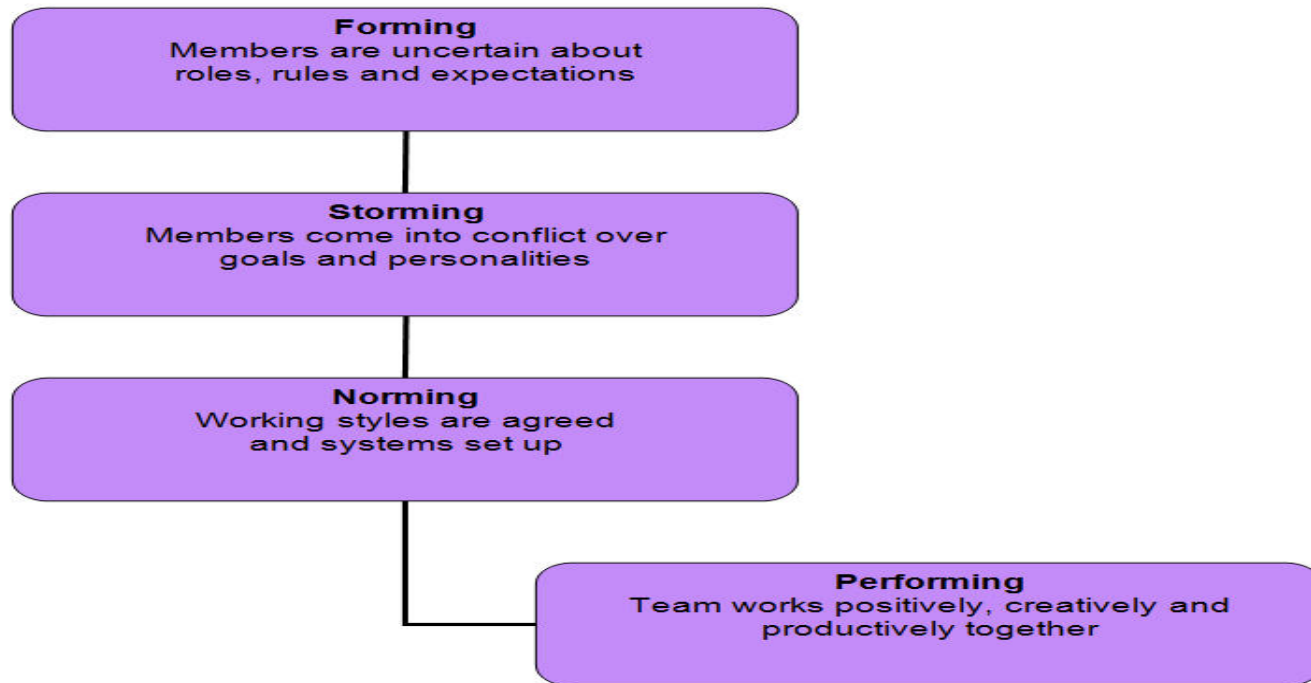
## Session 2: Understanding How Ministry Teams Work

### **Creating a Self-Managed Team:**

- Encourage natural leaders to lead and develop their skills
- Never reject a team idea without frankly and fully explaining why
- Keep a self-managed team in contact with its members and leadership

## Session 2: Understanding How Ministry Teams Work

### Team Creation Process





## Session 2: Understanding How Ministry Teams Work

- **Forming** – Use socializing and team discussion to initiate group work
- **Storming** – Assert your authority to defuse conflict in the team
- **Norming**
  - Encourage team members to establish a creative work pattern
  - Build up team faith in their collective ability and skills
- **Performing** – Allow individuals and sub-groups to act on their own initiative

## Session 2: Understanding How Ministry Teams Work

### **Improving Team Efficiency:**

- Help your team find a way to change obstructive group behavior
- Look for ways to use conflict constructively
- Remember that everyone deserves some fun during the ministry projects of development

## Session 2: Understanding How Ministry Teams Work

### Improving Team Efficiency Cont...

- Conduct a thorough, open analysis when projects go wrong
- Have an open door policy if you want to be accessible.
- Ask people to bring solutions
- Meet informally to discuss your team's progress
- Use dispassionate fact-finding as the best method of defusing conflict

## Session 2: Understanding How Ministry Teams Work

### **Communicating Effectively:**

- Keep the team members in close proximity to ease communication
- Set aside areas in which people can meet and talk informally
- Encourage the free flow of communication between colleagues
- Invest in the most appropriate technology, and keep it up to date

## Session 2: Understanding How Ministry Teams Work

### **Running Team Meetings:**

- Try to delegate as much as possible to other members of the team
- Spread the wealth. Others are capable of doing things as well
- Distribute agendas in advance of the meeting to give your team time to prepare

## Section III: Learning to Lead

### Learning to Lead:

- You become a leader when you decide not to be a copy but an original
- We are all capable of leadership by design, but we cannot lead correctly and effectively unless we are led by His Spirit

## Section III: Learning to Lead

### What Is Leadership?

- Leadership is first being, and then doing
- A title and position do not guarantee performance and productivity
- Leadership includes the capacity to influence, inspire, rally, direct, encourage, motivate, induce, move, mobilize and activate others to pursue a common goal or purpose while maintaining commitment, momentum, confidence and courage



## Section III: Learning to Lead

### What Is Leadership? Cont...

- Leadership is impossible without a guiding vision and purpose that generates passion for accomplishment
- Inspiration is the opposite of intimidation and is absent of manipulation
- Leadership is the organizing and coordinating of resources, energies and relationships in a productive context for an intended result

## Section III: Learning to Lead

### **What Is a Leader? Cont...**

- Regardless of title, you cannot be a leader without followers
- True greatness and true leadership are not achieved by reducing men to one's service but in giving oneself in service to them
- A leader is his own raw material

## Section III: Learning to Lead

### **What Is a Leader? Cont...**

- True leaders are inwardly directed, self-assured, and, as a result, truly charismatic
- The ingredients of leadership must be learned; the capacity to learn resides within you
- Leaders have declared independence from the expectations of others and have determined to be true to themselves in the face of a society who wants to homogenize them

## Section III: Learning to Lead

### **What Makes a Leader?**

- Purpose
- Passion
- Integrity
- Trust
- Curiosity and Daring

## Section III: Learning to Lead

### **The Purpose for Leadership:**

- Everyone has the capacity to become a leader
- The purpose for leadership is not the maintenance of followers, but the production of leaders
- True leadership inspires others to discover, develop and become themselves

## Section III: Learning to Lead

### **The Purpose for Leadership Cont...**

- True leadership provides opportunity for others to find and fulfill their God-given purpose
- True leaders set others free to become leaders
- Success without a successor is failure

## Section III: Learning to Lead

### **Are You Leadership Material?**

- The greatest display of leadership is service
- Leadership is born out of character and a determination to be and express yourself fully
- If you are going to be an effective leader, you must be prepared
- You should be motivated by your love for people, not by your desire to be great



## Section III: Learning to Lead

### **The Principle Key to True Leadership:**

- You cannot “drive” people; you must “lead” them
- Real promotion comes from your growth, preparation and experience
- You don’t draw attention to yourself
- You can only lead someone as far as you’ve gone yourself

## Section III: Learning to Lead

### **The Principle Key to True Leadership Cont...**

- Only God gives spiritual authority
- Be faithful over a little and you will rule over much
- A leader must live every word he speaks
- Leaders must be servants

## Section III: Learning to Lead

### **Tapping Your Leadership Potential:**

- A leader is an innovator
- If you want to be a leader in God's Kingdom, you've got to be a person who knows how to deal effectively with your failures and the failures of others
- Leaders learn from others, but they are not made by others

## Section III: Learning to Lead

### **Tapping Your Leadership Potential Cont...**

- Leaders learn by leading and they learn best by leading in the face of obstacles
- When people have confidence in your leadership, your work will prosper

True leaders really care and love everyone with an unconditional attitude and always seek the potential within others

## Session 2: Learning to Lead

### **Qualifications for Leadership:**

- Effective leadership is the perfect balance of competence, vision and virtue
- If the source of leadership is inspiration, and the life of leadership is confidence, then the fuel of leadership is trust
- A leader should be above reproach

## Session 2: Learning to Lead

### Qualifications for Leadership Cont...

- The character of a leader should be one that commands respect from all, even his enemies
- A leader must allow himself no indulgence in secrets that would undermine his character or mar his public witness
- A leader must have wisdom
- Mastery and absolute confidence is mandatory for a leader

## Session 2: Learning to Lead

### **Qualifications for Leadership:**

- A leader must be a gentle person
- A leader must manage his family well
- The leader should not be motivated by, or greedy for money
- If you desire to be a leader, be willing to gain experience over time and understand that you have to qualify for the trust and confidence of others



## Session 2: Learning to Lead

### Essential Qualities of Leadership

- A leader is a person who has first submitted willingly and learned to obey a discipline imposed from without, but who then imposes on himself a much more rigorous discipline from within
- Leaders are men and women of faith; for faith is vision
- Wisdom is more important than academic accomplishments

## Session 2: Learning to Lead

### Essential Qualities of Leadership Cont...

- When all the relevant facts are in, a swift and clear decision is the mark of a true leader
- Courage is resistance to and mastery of fear, not the absence of fear
- Humility is the ability to transfer glory

## Session 2: Learning to Lead

### Essential Qualities of Leadership Cont...

- A leader must be able to reconcile opposing viewpoints without giving offense and without compromising principle
- It is essential that we are led by the Spirit of God
- True character is made in secret and is displayed openly

## Session 2: Learning to Lead

### Essential Qualities of Leadership Cont...

- Discipline
- Vision
- Common sense
- Decisiveness
- Fortitude
- Humility

## Session 2: Learning to Lead

### Essential Qualities of Leadership Cont...

- Sense of humor
- Indignation (righteous anger)
- Patience and endurance
- Fellowship
- Discretion
- Inspirational power

## Session 2: Learning to Lead

### **The Price of Leadership:**

- If you desire to accept the challenge of leadership and to impact your generation, you must be prepared to accept and face the cost that comes with leadership responsibility
- Criticism is a way of life for leadership

## Session 2: Learning to Lead

### **The Price of Leadership Cont...**

- If you are not willing to stand alone in your vision, not many will be willing to stand with you
- If you are willing to pay the price of fatigue, then you are willing to lead



## Session 2: Learning to Lead

### **The Dangers of Leadership:**

- A leader who knows who he or she is does not depend on others to validate their sense of self-worth
- True leaders never forget from whence they came, and live to bring others to where they are
- True leaders are always aware that they are only a link in a long, historical chain

## Session 2: Learning to Lead

### **The Dangers of Leadership Cont...**

- The true leader does not measure his or her success by comparing himself or herself with others, but with their own purpose and vision
- It is essential that the true leader be vigilant in guarding his heart, mind and life from any compromise that would render them untrustworthy and unrespectable in the sight of all

## Session 2: Learning to Lead

### **The Dangers of Leadership Cont...**

- Popularity
- Pride
- Egotism and indispensability
- Jealousy
- Disqualification

## Session 2: Learning to Lead

### **The Kind of Leader to Be:**

- Be a responsible leader
- Be a growing leader
- Be an exemplary leader
- Be an inspiring leader

## Session 2: Learning to Lead

### **The Kind of Leader to Be Cont...**

- Be an efficient leader
- Be a caring leader
- Be a communicating leader
- Be a goal-oriented leader
- Be a decisive leader

## Session 2: Learning to Lead

### **The Kind of Leader to Be Cont...**

- Be a working leader
- Be a unifying leader
- Be a competent leader
- Be a leader led by the great leader of leaders, Jesus Christ!

## Session 2: Learning to Lead

Did You Know – **“Leaders see the world while others see the village.”** – *Myles Monroe*



## Session 2: Learning to Lead

Questions

???

## Session 2: Learning to Lead

Thank you for your attendance and participation in Keys to *Effective Leadership!*

I pray that it has been a blessing and that you will make every effort to apply what you have learned for the edification of the body of Christ.