

Leadership

- I. Definition: recruiting, training, motivating, deploying, and supervising a group of people to accomplish a specific task that they would not otherwise have done together
 - A. A leader is going somewhere
 - B. A leader has followers
 - C. A leader changes people and the world
 - D. More than coordinating an existing group in an existing task
 - 1. Management is an important role, but it is not leadership
 - 2. Having a title of leader does not make you a leader; see definition above
 - E. A leader persuades, does not manipulate
 - 1. Manipulation: getting people to do something they don't want to do
 - 2. Persuasion: changing peoples' hearts and minds so that they want to do something different
 - F. Examples: Winston Churchill, Ronald Reagan, Lenin, Hitler
 - 1. These men took disillusioned, disorganized, discouraged people and rallied them to heroic action
 - G. Anti-examples: Barak Obama, John Boehner
 - 1. These are good men with substantial abilities, but are unable to rally reluctant people to coherent action
 - H. Pastoral ministry requires leadership
 - 1. Leadership is one of several essential components of biblical pastoring.
 - 2. No one is outstanding in every quality; what is expected is *basic competence*
- II. Recruiting
 - A. Finding and persuading people to join you in your task
 - B. Demands a passion for the task
 - C. Why are many ministers such lame recruiters??
- III. Training
 - A. Developing the abilities to accomplish the task
 - B. Training is not teaching
 - 1. Teaching is imparting information
 - 2. Training is developing skills
 - C. Training is accomplished by dozens or hundreds of repetitions of basic skills and using them in real situations
 - 1. Think learning to play a sport, or musical instrument
 - D. Some parts of training can be farmed out to other people or institutions
 - E. Why do many ministers show little interest in training?
- IV. Motivating
 - A. Understanding the situation
 - 1. Clear vision of the present circumstances
 - 2. Clear vision of the desired outcome
 - 3. Confidence the outcome will be achieved
 - 4. Clear plan for accomplishing the goal
 - B. Compelling communication
 - C. Motivating is a necessary complement to all aspects leadership, but is especially necessary with training; real training is grueling

- V. Deploying (Delegating)
 - A. Understanding people and the task
 - 1. The qualities and abilities of the people
 - 2. The requirements of the task
 - 3. Understanding how the people and the task will interact
 - B. Organizing the task
 - C. Matching the people with appropriate task components
 - D. Clearly communicating the task
 - E. Deployment in ministry is often thoughtless and haphazard
- VI. Supervising
 - A. Ordering, encouraging, correcting
 - B. Keeping the group focused on the task and working toward the goal
 - C. Troubleshooting
 - D. Maintaining morale
 - E. Team must meaningfully report on a regular basis
 - F. Leader must see first-hand what is happening
 - G. After delegating, many ministers tend not to pay attention to the work delegated; supervision is one of our weakest areas
 - H. Why is supervision so weak in ministry?
- VII. Leadership is both task-oriented and people-oriented.
 - A. Both the task and the people become your passion.
 - B. Neglect the task, and you will be a friend, but not a leader.
 - C. Neglect the people, and you will be a worker, but not a leader.

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