

Developing a healthy culture of Leadership Development

'If you want to go fast, go alone; but if you want to go far, go together' says the old adage. Too often the image of a powerful leader is of a rugged individualist who takes on the world. The reality is that we need to work together to get almost anything done. Servant leaders - great leaders - recognise that developing others around them is crucial for the success of whatever is led. This seminar will explore the why and how of that key leadership function.

1) Why you need to develop other leaders

- a) You are an interim leader – and you must realise that poor transitions are a major threat ¹
- b) You may become the bottleneck restricting progress
- c) You are a *servant* leader, and developing others is what you do to serve well²

2) How you develop other leaders round you

- a) Know what a servant looks like: Luke 5:1-11 *and commit to life-long learning*
 - i) Shows a bias to action
 - ii) Obeys orders
 - iii) Gives glory to God
 - iv) Lives for a greater vision
 - v) Practices self-sacrifice
- b) Model servant leadership
 - i) Show how soft skills are significant³
 - ii) Show why 'smart' (EQ) is really important to good teamwork⁴
 - iii) Show how to lead change well⁵
- c) Develop good team dynamics
 - i) Practice the 360-leadership concept⁶
 - ii) Use the CARE plan and insist on dissent/empower all voices in the room⁷
 - iii) Make ideas happen⁸
- d) Actually develop leaders
 - i) Take 2 Tim 2:2 seriously
 - ii) Plan and deliver a ministry/leadership course/pipeline

3) How you develop *younger* leaders around you

- a) Develop *them*, not clone *you* – it's what Millennials need and want⁹

- b) Invest your best in them – which will involve wise risks: Acts 15:36-16:5

- c) Coach and mentor thoroughly¹⁰ – a four step process: 2 Tim 2:2
 - i) You watch me
 - ii) We do together
 - iii) I watch you
 - iv) I watch you train others

- e) Develop leaders in three areas – head, heart, hands¹¹

Conclusion

'And David shepherded them with integrity of heart; with skilful hands he led them.'

Psalm 78:72

Leadership Development planning grid

	Head (what do they need to know? How can they get it e.g. reading, research, courses etc)	Heart (attitude, belief, posture - discipleship, reflective practice, coaching conversations etc)	Hands (practical skills and experience - what do they need to be able to do? How to create the opportunities?)
Leading self Discipleship Self-knowledge Organisation & delivery skills etc			
Leading others EQ, understanding differences, communication, coaching skills etc			
Leading teams Team formation, dealing with conflict, influencing skills. Setting goals, managing priorities Budgeting and reporting etc			
Leading organisations Setting vision and direction, Creating culture; Financial strategy; Representation; Org & Leader development; Managing crises etc			
Leading systems Leading complexity Strategic partnerships etc			

Follow up resources

1. William Vanderbloemen and Warren Bird, *Next: Pastoral Succession that Works* (Baker, 2014)
2. Patrick Lencioni, *What's your motive?* (GLS lecture, 2019)
3. Mike Brent and Fiona Elsa Dent, *The Leader's Guide to Influence* (Prentice Hall, 2010)
4. Patrick Lencioni, *The Ideal Team Player* (Jossey-Bass, 2016)
5. Nancy Duarte and Patti Sanchez, *Illuminate: Ignite Change Through Speeches, Stories, Ceremonies, and Symbols* (Portfolio, 2016)
6. John Maxwell, *The 360° Leader* (Thomas Nelson, 2011)
7. Walter Wright, *Relational Leadership* (STL, 2000); Ray Evans, *Ready, Steady, Grow* (IVP, 2014); Amy Emerson, *Psychological Safety* (GLS lecture, 2020) and, *The Fearless Organisation: Creating psychological safety in the workplace for learning, innovation and growth* (Wiley, 2018)
8. Scott Branson, *Making Ideas Happen* (Penguin, 2011);
9. Simon Barrington with Rachel Luetchford, *Leading the Millennial Way* (SPCK, 2019)
10. Michael Bungay Stanier, *The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever* (Box of Crayons Press, 2016)
11. Eric Geiger and Kevin Peck, *Designed to Lead* (Broadman and Holman, 2016)