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# The Leadership Launch

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*Get ready for some empowering truth to take your leadership capacity to the next level!*

## **COURSE OBJECTIVES**

1. To understand the importance of Christian leadership in every sphere of life
2. To share and impart vital foundational leadership truths and skills
3. To call disciples to be willing to count the cost and to step up to fulfil all of their leadership potential for the cause of Christ's Kingdom
4. To equip the church for the fulfilment of our Every Nation London core values of:
  - Empowering: We value purposefully building strong Biblical foundations in every believer and equipping them for ministry, leadership, and life.
  - Reproducing: We value growth and multiplication in every area of church life by consistently raising and releasing leaders into their God-given calling.

List 2 leaders (besides Jesus) who have personally most influenced your life, and the qualities which you most valued in each of them:

1. ....
2. ....

## **COURSE OUTLINE**

The Call to Leadership

1. The Thermostat - Influence
2. The Iceberg – Character
3. The Towel – Servanthood
4. The Signpost – Vision writing
5. The Trumpet – Communication
6. The Conductor – Directing people, resources,
7. The Team – Others
8. The Relay Baton – Succession
9. The Umbrella – Authority
10. The Lid – Leadership ability limitations

## THE CALL TO LEADERSHIP

Leadership is NOT a subject only applicable to some “elite” group of people. God has called all Christians to be leaders. Leadership is a subject relevant to all Christians, no matter what station in life they hold. As disciples and disciple makers, like Paul we say “follow me, even as I follow Christ.” God has called all believers to be leaders - to be “the head, not the tail,” to be “at the top, never at the bottom” (Deut 28:13).

The Bible contains many illustrations of how God called people to become leaders in their generation, and most of them seemed very unlikely candidates for the job!

Can you think of two very unlikely candidates for leadership in the Bible, and why?

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These men and women responded to God’s call and allowed Him to prepare them and use them in the realm of leadership. As a result, they made a difference for righteousness in their generation. The same should be true today!

## THERE IS A MASSIVE LEADERSHIP VACUUM IN THE WORLD TODAY

List the names of two leaders whom you admire in each of the following areas:

- State, past: \_\_\_\_\_
- State, present: \_\_\_\_\_
- Church, past: \_\_\_\_\_
- Church, present: \_\_\_\_\_

The current worldwide leadership vacuum has produced a swing to popularized, media-created leadership. A vacuum will always be filled; if a society lacks leaders, so-called ‘leaders’ will arise to fill this vacuum. But what will their agenda be? It is necessary to train leaders who will take the initiative and shape a more desirable future for their nation and for the rest of the world.

## THE COST AND PREPARATION OF LEADERSHIP

Once believers realize that God wants to use their lives to serve and influence those around them, the first step is embracing a process of preparation so that they can be useful vessels in His hand. The truth is that there is a lot of hard work, dedication, and responsibility involved in leading other people. It was for this reason that Jesus said people should “count the cost” of becoming one of His disciples (Luke 14:28-33). Christians need to respond to God’s call to leadership. This response becomes even more imperative in light of the extent of the leadership vacuum in current society.

## LEADERSHIP LESSONS

In the following 10 Lessons of the “Leadership Launch” we are going to explore essential leadership qualities through a series of images, and the lessons which they teach us about leadership:

# 1

## THE THERMOSTAT - Influence -

A thermostat sets the temperature, while a thermometer only reflects what the temperature is. Leadership is about being a “thermostat”, not a thermometer.”

- Thermostats challenge the status quo.
- They set the vision, culture, direction.
- They influence others and the environment around they're in.



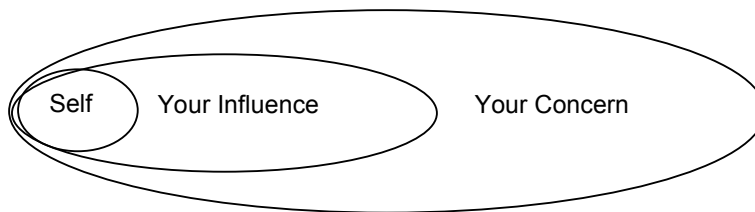
Note: The thermostat itself does not contain the power to change the environment. It only activates the actual power source (The boiler). Godly leadership is always humble and recognises that it's “*not by might, nor by power, but by the Spirit.*”

Leadership is influence: The degree to which an individual is able to influence another to act to achieve a result will determine the measure of his influence, and therefore the measure of his leadership. Leaders are called to influence:

**Heb 13:7** “Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.”

### Understanding your Sphere of influence vs. your Sphere of concern

Leadership starts within your sphere of influence, growing to affect your sphere of concern. Your first sphere of influence is yourself. All leadership starts with “self-leadership.” As I learn to lead myself well, I can lead others.



### You CAN grow your influence by:

- being faithful with what you have been entrusted with now - Luke 16:10-12
- being diligent with your example, disciplines and using your gifts - 1 Tim 4:12-15

<sup>15</sup>*Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress.*

### Your personal “Thermostat” Leadership Development Action:

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# 2

## THE ICEBERG - Character -

Only 10% of an iceberg is visible above the waterline, with the other 90% supporting it from below the waterline. It's what's below the waterline which supports the visible tip of the iceberg. It's what's below the waterline which will cause the greatest damage.

Leadership is 10% skill/charisma, and 90% character.

In the long run, it's what's below the surface that makes or breaks a leader.

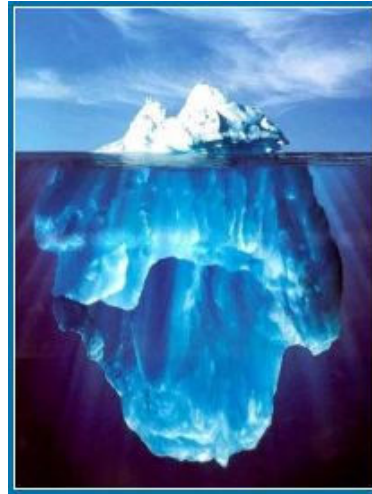


Illustration: On its maiden voyage, on the night of April 14<sup>th</sup> 1912, the Titanic received 5 iceberg warnings. When the 6<sup>th</sup> message came, the operator responded: "Shut up, I'm busy." 30 minutes later, the "great" ship was sinking....

**Rice Brooks** - *"We have short-circuited the process God ordained to create leaders. That process, of course, is discipleship"*

Individuals who attain positions of leadership without first submitting to discipleship will not develop the character necessary for the storms of life that will later test their capacity to lead.

This is particularly dangerous when individuals have outward traits, such as self-confidence and optimism, which are perceived to be strong leadership qualities by those around them. Because of outward charismatic qualities, individuals are often promoted to positions of leadership before adequate mentoring and discipleship has taken place. This can ultimately have destructive results for both the leader and the followers.

Below the waterline leadership character requirements:

- Self-discipline (the ability to do what's right even if you don't feel like it)
- Core Values (The principles you live by; your moral compass)
- Sense of identity (A realistic self-image based on who God made you to be)
- Emotional security (The capacity to be emotionally stable and consistent)
- Integrity (Being the same inside and out)

**Ps 78:70-72** *He also chose David His servant, And took him from the sheepfolds; <sup>71</sup> From following the ewes that had young He brought him, To shepherd Jacob His people, And Israel His inheritance. <sup>72</sup> So he shepherded them according to the integrity of his heart, And guided them by the skilfulness of his hands.*

**Your personal "ICEBERG" Leadership Development Action:**

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# 3

## THE TOWEL - Servant Leadership -

Jesus taught one of His greatest leadership lessons with a towel...

It is very rare to see leaders serving their followers. Yet servant leadership is the example that Jesus set in the Gospels. Christians are called to embrace a paradigm of servant leadership that is mostly foreign to that which is practiced in the world.



**Jesus' leadership lesson with the towel...**

**John 13:1-15** <sup>1</sup>*It was just before the Passover Feast. Jesus knew that the time had come for him to leave this world and go to the Father. Having loved his own who were in the world, he now showed them the full extent of his love. <sup>2</sup>The evening meal was being served, and the devil had already prompted Judas Iscariot, son of Simon, to betray Jesus. <sup>3</sup>Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; <sup>4</sup> so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist. <sup>5</sup>After that, he poured water into a basin and began to wash his disciples' feet, drying them with the towel that was wrapped around him.*

*...<sup>15</sup>I have set you an example that you should do as I have done for you. <sup>16</sup>I tell you the truth, no servant is greater than his master, nor is a messenger greater than the one who sent him. <sup>17</sup>Now that you know these things, you will be blessed if you do them.*

Rick Warren has said that "only secure people can serve. Insecure people are always worrying about how they appear to others. They fear exposure of their weaknesses and hide beneath layers of protective pride and pretensions. The more insecure you are, the more you will want people to serve you, and the more you will need their approval". Part of the preparation of a leader will involve dying to oneself and one's own needs and becoming more secure in Christ. The closer leaders get to Jesus, the less they will need to promote themselves and the more they will think of others and serve their needs first.

**Greatness is serving...**

**Mark 10:42-43** <sup>42</sup>*Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. <sup>43</sup>Not so with you. Instead, whoever wants to become great among you must be your servant,*

**The way down is the way up...**

**Phil 2:5-9** <sup>5</sup>Your attitude should be the same as that of Christ Jesus: <sup>6</sup>Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. <sup>8</sup>And being found in appearance as a man, he humbled himself and became obedient to death— even death on a cross!  
<sup>9</sup>Therefore God exalted him to the highest place...

<p><b>Your personal “TOWEL” Leadership Development Action:</b></p> <p>.....</p> <p>.....</p> <p>.....</p>
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# 4

## THE SIGNPOST - Vision writing -

### Signposts show the way.

*"A leader is one who knows the way, goes the way, and shows the way."* – John Maxwell

**Habakkuk 2:2** *"Write the vision and make it plain on tablets, that he may run who reads it."*

Leaders must know where they want to go, and develop skills to clearly communicate where they are leading people to.



More than just communicate the direction, leaders must learn to motivate people to go in the direction, giving them all they need to make the journey with enthusiasm and commitment.

A leader must be able to translate vision into a clear sign so that others will "run" with it.

### Leaders must learn to communicate vision in a way that is:

1. **Compelling**
  - Is it worth someone giving their time, talents and treasures to this vision?
2. **Clear**
  - Can I share it in a headline, or does the vision require a massive document?
3. **Consistent**
  - A leader cannot have a new vision for every season.
4. **Communicated**
  - Remember: "Vision leaks," so it needs to be repeated often and consistently
5. **Celebrating**
  - Celebrate "wins" with your team
  - Celebrate the "fruit" of any steps /goals of fulfilment

### Your personal "SIGNPOST" Leadership Development Action:

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# 5

## THE TRUMPET - Communication -

**1 Cor 14:8-9** *Again, if the trumpet does not sound a clear / certain /distinctive call, who will get ready for battle? <sup>9</sup> So it is with you. Unless you speak intelligible words with your tongue, how will anyone know what you are saying? You will just be speaking into the air.*



Besides being one of the oldest types of musical instruments, the trumpet was often used to communicate instructions to troops on the battlefield with its distinctive sounds, cutting through the other noises on the battlefield.

The trumpet reminds us that effective leadership requires CLEAR communication.

**Num 10:1-31** *And the LORD spoke to Moses, saying: 2 “Make two silver trumpets for yourself; you shall make them of hammered work; you shall use them for calling the congregation and for directing the movement of the camps. 3 When they blow both of them, all the congregation shall gather before you at the door of the tabernacle of meeting.*

**Clear communication is especially important to communicate:**

- Information
- Change
- Challenge
- Crisis

Communication is only effective when the hearer has heard and understood the message as it was intended. It is important to understand the different types of communication media, and which are most appropriate and effective for a particular demographic audience.

**Your personal “TRUMPET” Leadership Development Action:**

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# THE CONDUCTOR - Directing -

“Conducting is the act of directing a musical performance by way of visible gestures to indicate the musical beat of a piece to the orchestra.”

Similar to a conductor, a leader directs the vision, helping everyone involved to contribute at the right time and in the right way, resulting in success.



**A good leader, like good conductor:**

- 1. Knows the “piece” as a whole.  
Team members may just be good at their specific bit, but the leader must understand the big picture and how everything fits together.
  
- 2. Knows the qualities of each participant (musician)  
A good leader will understand the strengths, abilities, and limitations of each member of the team, bringing out the best from each individual, for the benefit of the greater good.
  
- 3. Know your resources available (the qualities of each instrument)  
Every leader faces the “resource challenge,” and must develop the ability to effectively direct the available resources (e.g. finances) to maximum impact.
  
- 4. Acknowledges the members of the orchestra in his success  
At the end of a successful performance, the director will generally bow to the applause, then turn to give credit to the members of the orchestra. Similarly a good leader will always give credit to his team / followers.

**Your personal “CONDUCTOR” Leadership Development Action:**

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## TEAM - Others -



Effective leaders recognise that the task will only be accomplished through teamwork. They develop the necessary skills to maximise team performance.

*A leader is only as successful as the people around him/her.*

**Eccl 4:9** *Two are better than one, because they have a good [more satisfying] reward for their labour; -*

A group in itself does not necessarily constitute a team. It is only a team when every member is maximised to contribute most effectively to the goal.

### **Effective leadership maximises team performance by:**

#### **1. Understanding group development dynamics:**

Groups develop through different stages, and it is important to understand these stages, as well as to identify which stage the group is at. Effective leadership will lead the group from one stage onto the next. The following stages of group development have been identified by Bruce Tuckman, and provide some helpful insights:

- a. Forming: The group comes together and gets to initially know one another and form as a group
- b. Storming: A chaotic vying for leadership and trialling of group processes
- c. Norming: Eventually agreement is reached on how the group operates
- d. Performing: The group practices its craft and becomes effective in meeting its objectives
- e. Adjourning: The process of "unforming" the group, that is, letting go of the group structure and moving on.

If you are currently part of a team, at which stage would you assess your group to be presently at: Name of team: ..... Stage: .....

What do you think can be done to help to move the group to the next stage?

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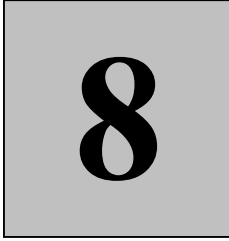
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#### **2. Keeping the team "win" clear for everyone.**

#### **3. Creating a healthy "culture of conflict" through**

- Feedback
- Listening
- Trust

# THE RELAY BATON - Succession -



*There is no leadership success without succession*

**2 Tim 2:2** *And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.*

Peter Drucker: *“An organization that is not capable of perpetuating itself will fail. It has to provide the men today who can run it tomorrow.”*



**Prov 13:22** *A good man leaves an inheritance for his children's children,*

An example of a baton dropped:

**Judges 2:8-10** <sup>8</sup> *Joshua son of Nun, the servant of the LORD, died at the age of a hundred and ten. <sup>9</sup> And they buried him in the land of his inheritance, at Timnath Heres in the hill country of Ephraim, north of Mount Gaash. <sup>10</sup> After that whole generation had been gathered to their fathers, another generation grew up, who knew neither the LORD nor what he had done for Israel. -*

Passing on the baton requires leaders to:

1. Be self-confident
2. Identify next level leaders
  - Always appoint a 2IC / assistant
3. Empower next level leaders
  - Mentor
  - Delegate
4. Give younger leaders opportunities at the front – have “transition time”
5. Have a multi-generational vision

**Your personal “RELAY BATON” Leadership Development Action:**

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# THE UMBRELLA - Authority -



There is no leadership without having authority, and there should be no authority without responsibility and accountability.

The umbrella represents the leader's authority. An umbrella functions to cover and protect.

Leadership is a function, not just a position

An effective leader must understand the source and role of authority.

The leader's authority:

1. Authority is active, not passive
  - A leader's responsibility is to "hold the umbrella over"
  - Authority comes from taking authority over that which comes against those/that which has been entrusted to your care.
  - Adam gave away his authority by not exercising it to resist the serpent: "she (Eve) gave to her husband with her, and he ate." - Genesis 3:12
  - All authority is delegated authority from Christ who has all authority.
  
2. Be clear about who you are "under" – who covers & corrects you? Who are you really accountable to?

**Matthew 8:8-10** <sup>8</sup>The centurion answered and said, "Lord, I am not worthy that You should come under my roof. But only speak a word, and my servant will be healed. <sup>9</sup>For I also am a man under authority, having soldiers under me. And I say to this one, 'Go,' and he goes; and to another, 'Come,' and he comes; and to my servant, 'Do this,' and he does it." <sup>10</sup>When Jesus heard it, He marvelled, and said to those who followed, "Assuredly, I say to you, I have not found such great faith, not even in Israel!"

3. Be clear about your "sphere of authority"
  - Focus your authority on that area for which you are responsible.
  - Recognise that your authority over a persons life is always limited.
  - Distinguish between "matters of covenant" and "matters of conscience."

Your personal "UMBRELLA" Leadership Development Action:

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# 10

## THE LID - Leadership ability -

Every leader is limited by the “lids” of his or her leadership ability which hinder personal and organisational growth and development.

Your leadership ability is the lid that determines your level of effectiveness

- The lower your ability to lead, the lower the lid of your potential.
- The higher your ability to lead, the higher your potential.



Your leadership ability will always determine your effectiveness and the potential impact of the team/ group/ organisation which you are leading.

### “Lifting the lid”:

By a commitment to continuously growing and developing your personal leadership ability, you can effectively continue to “lift the lid” resulting in greater personal and organisational success. How do we do this?

Consider 10 leadership truths / lessons / aspects mentioned above. The compounded effect of even a small increase of ability and application in each of these areas of leadership will result in a significant increase in your leadership ability, thus resulting in greater leadership success.

There is obviously much more to effective leadership than these ten leadership lessons, but by starting with a personal development action these areas your leadership ability and therefore your leadership success WILL GROW!

**ACTION:** Look over each of the above leadership lessons and lessons and write down a specific step / action you can take which will grow your leadership ability.

## **Finally: The Apostle Paul's charge to Timothy the young leader**

### **1. Guard the deposit**

**1 Tim 6:20–21** <sup>20</sup>*Timothy, guard what has been entrusted to your care* <sup>21</sup>*which some have professed and in so doing have wandered from the faith*

### **2. Act without favouritism**

**1 Tim 5:21** *I charge you, in the sight of God and Christ Jesus and the elect angels, to keep these instructions without partiality, and to do nothing out of favouritism.*

### **3. Keep the principles stainless**

**1 Tim 6:13-14** <sup>13</sup>*In the sight of God, who gives life to everything, and of Christ Jesus, who while testifying before Pontius Pilate made the good confession, I charge you* <sup>14</sup>*to keep this command without spot or blame until the appearing of our Lord Jesus Christ*

### **4. Keep your sense of urgency**

**2 Tim. 4:1-2** <sup>1</sup>*In the presence of God and of Christ Jesus, who will judge the living and the dead, and in view of His appearing and His kingdom, I give you this charge:* <sup>2</sup>*Preach the Word; be prepared in season and out of season; correct, rebuke and encourage—with great patience and careful instruction*

### **5. Remember the value of leadership**

**1 Tim. 3:11** *Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task.*

## **Recommended reading for basic leadership foundations:**

- The 21 Laws of leadership – John Maxwell
- Courageous Leadership – Bill Hybels
- Developing the leader within you – John Maxwell