

Confidence for Leadership

Influencing with Skill and Integrity.



Just don't expect it to roar.

Deuteronomy 17

New International Version (NIV)

The King

¹⁴ When you enter the land the LORD your God is giving you and have taken possession of it and settled in it, and you say, “Let us set a king over us like all the nations around us,” ¹⁵ be sure to appoint over you a king the LORD your God chooses. He must be from among your fellow Israelites. Do not place a foreigner over you, one who is not an Israelite. ¹⁶ The king, moreover, must not acquire great numbers of horses for himself or make the people return to Egypt to get more of them, for the LORD has told you, “You are not to go back that way again.” ¹⁷ He must not take many wives, or his heart will be led astray. He must not accumulate large amounts of silver and gold. ¹⁸ When he takes the throne of his kingdom, he is to write for himself on a scroll a copy of this law, taken from that of the Levitical priests. ¹⁹ It is to be with him, and he is to read it all the days of his life so that he may learn to revere the LORD his God and follow carefully all the words of this law and these decrees ²⁰ and not consider himself better than his fellow Israelites and turn from the law to the right or to the left. Then he and his descendants will reign a long time over his kingdom in Israel.

THIS IS THE WORD OF THE LORD!

What is leadership?



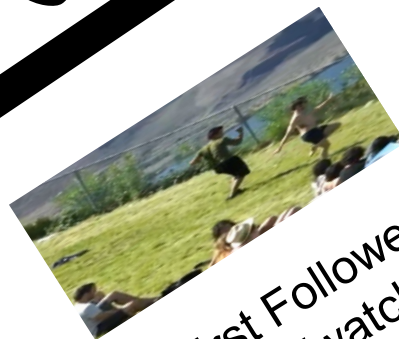


Pike Syndrome

<http://www.youtube.com/watch?v=SyHCOPe8qy0>



Followers



First Follower

<http://www.youtube.com/watch?v=fW8amMCVAJQ>

FOLLOW THE LEADER 

"If anyone would come after me, he must deny himself and take up his cross and follow me." Mark 8:34



What is leadership?

Inspiring the right action,
at the right moment, in
the right manner, for the
right reason.

James MacGregor Burns

Leadership, 1978



Transformational leadership:

... occurs when one or more persons engage with others in such a way that leaders and followers raise one another to higher levels of motivation and morality. (p. 20)

Transactional leadership:

... occurs when one person takes the initiative in making contact with others for the purpose of an exchange of valued things. (p. 19)

Laissez-Faire leadership:

Was not defined by Burns but used by those who expounded on his work as ...the near avoidance or absence of leadership and is, by definition, the most inactive form of leadership. (Full Range Leadership Development, 2011 Bruce J. Avolio)



Leadership, Research, & Policy

PhD Dissertation Presentation

Leadership Style and Organizational Growth:
A Correlational Study

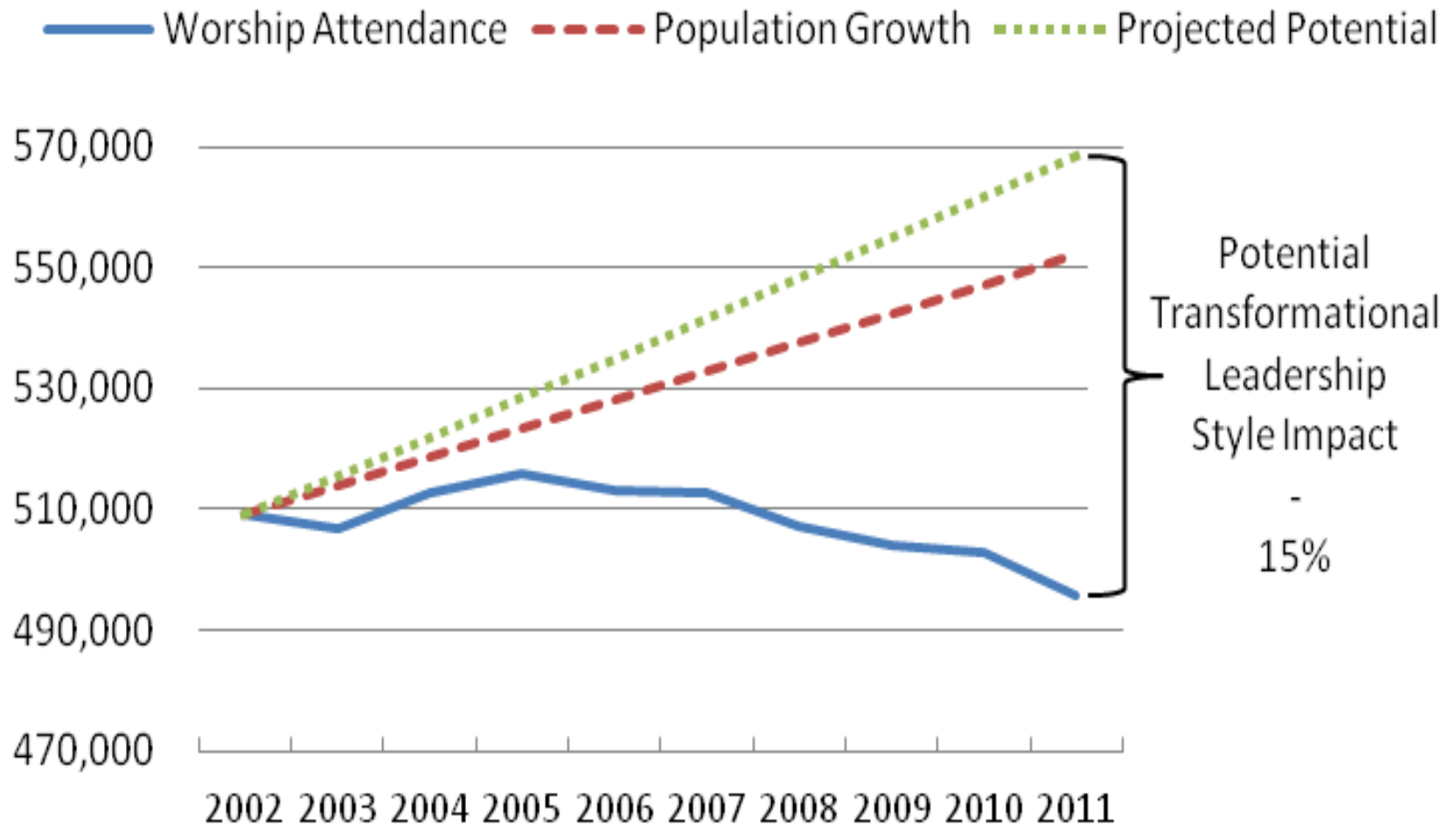
David M. Church
21 May, 2012

Research questions



- Do District Superintendents with higher transformational leadership scores obtain higher worship attendance growth?
- Do District Superintendents with higher transformational leadership scores obtain higher membership growth?
- Do District Superintendents with higher transformational leadership scores obtain a greater number of new church starts?

COTN Worship Attendance Versus Projected Potential - NA

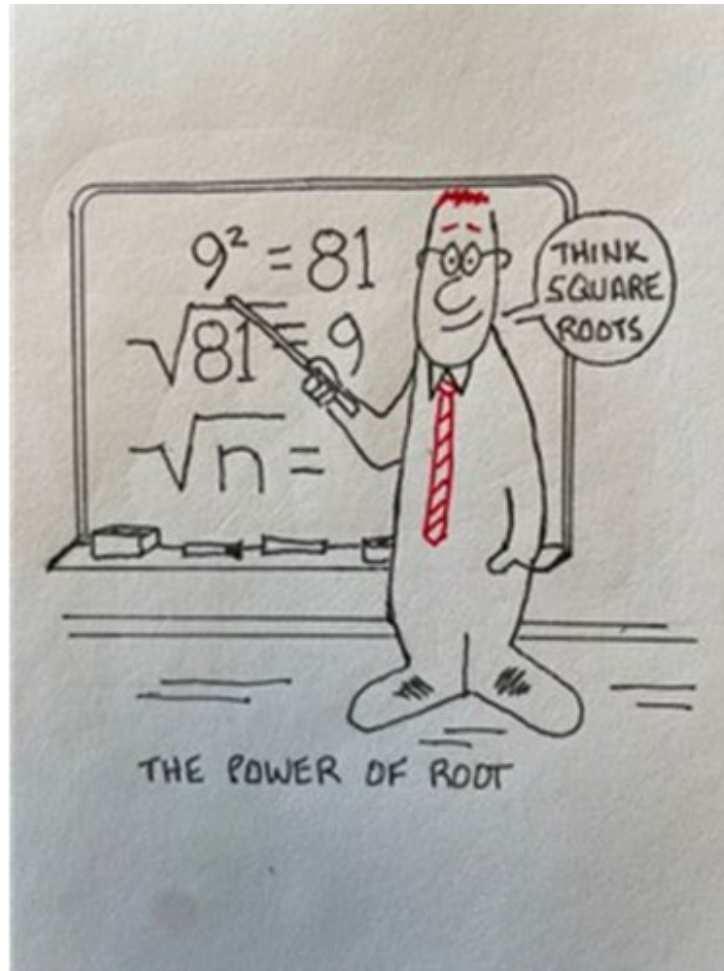
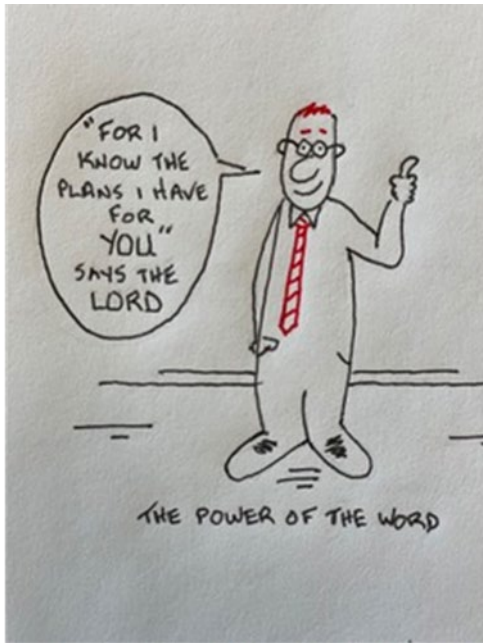


Leading Change – Christian *Servants*

Robert Greenleaf defined the servant-leader as:

“The servant-leader *is* servant first ... It begins with the natural feeling that one wants to serve, to serve *first*. Then conscious choice brings one to aspire to lead. He is sharply different from one who is *leader* first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions. ... The difference manifests itself in the care taken by the servant-first to make sure that other people's highest priority needs are being served. **The best test, and difficult to administer is: Do those served grow as persons? Do they, *while being served*, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? *And*, what is the effect on the least privileged in society? Will they benefit or at least not be further deprived? ”**

Discussion of POWER Principles



POWER of Leadership:

(Overlooked, underutilized, and misused strategies that will improve your leadership capacity.)

- I am not talking about where your leadership ability comes from. But rather, strategies to improve your leadership.

- 1. Power of the word** - it is yours to fan the God given gifts and graces to the “noble” cause
Potential shadow box content -- “This underutilized strategy is NOT about communicating theology, getting people to do what you want them to do, or even self-improvement. Rather, it IS about using the Word communicated through words to ensure that individuals know: 1. They are created in God’s image, 2. Have a holy calling, 3. Are uniquely created to accomplish His purpose, and 4. Have the gifts and graces to “Change the World.”
- 2. Power of assembly** – The capacity to bring the “right” people to the virtual table is rare.
Potential shadow box content – “This oft overlooked strategy is extremely useful in transforming the organizational culture into a learning mindset. The cost associated with this leadership principle is measured in terms of ego. Engaging the best people in a facilitated dialogue for a transformative purpose, at the correct moment in the life of an organization requires the leader to intentionally be the “dumbest person in the virtual room.”
- 3. Power of the root** - to truly transform a group, organization, or culture it takes a square root (square root of the population) NOTE: interesting analogy here explore a plant root
Potential shadow box content – “This misused strategy is intended to transform the life and culture of the organization through champions. Champions are individuals who commit to the mission and the agreed upon journey in order to attain the envisioned benefits. The number of champions required is determined by the size of the organization to be transformed. Anecdotal data sets the number of champions as the Square Root of the group to be transformed.

POWER of Leadership cont.:

(Overlooked, underutilized, and misused strategies that will improving your leadership capacity.)

4. **Power of reputation** - you can observe strengths and elevate that insight to an intentional aspirational, developmental, burgeoning reputation for anyone!

Potential shadow box content – “This underutilized practice builds the confidence and ensures tenacity as ordinary individuals obtain extraordinary results. The leader’s role is to see potential, observe improvement, and authentically introduce individuals to colleagues, customers, and peers in a manner that creates a desire to exceed the leader’s expectations.”

5. **Power of assignment** – “joy in work” is possible by subdividing work in ways that allow individuals to take “pride in work.”

Potential shadow box content – “This strategy is misused as leaders subdivide work to levels where individuals have trouble taking pride or having joy in their work. This addresses the Genesis 3 concept of “toil” vs “work.” It is exacerbated by assignments above and below the individual’s skill level.”

6. **Power of authority** – organizational train wrecks are caused by improper use of authority

Potential shadow box content -- There are two types of authority. Informal authority is properly used for growing people and organizations. Formal authority is granted for the purpose of efficiency and risk management. (A leader’s job is to set the environment – this includes being the chief communicator and manager of “white space” (white space refers to the area around the boxes of the organizational chart that provides a pictorial of the formal authority distribution/flow)).

POWER of Leadership cont:

(Overlooked, underutilized, and misused strategies that will improving your leadership capacity.)

7. **Power of environment** - you change every environment by being uniquely present

Potential shadow box content – Leaders operate in an environment with glass walls. Not only are their actions on display, but their authority, formal and informal, creates boundaries. The PRIMARY responsibility of a leader is to intentionally create the environment and discover the organizational glass walls.

8. **Power of example** - your example embedded in environment and illuminated by appropriate questions determines organizational outcomes

Potential shadow box content –Leaders are most effective when they say “follow me as I follow Christ.” Example is the element, in the growth equation, that allows an organization to obtain its purpose, mission, and vision. Organizational “trust” is built as leadership lives out its values through example.