RAISING LEADERS

BONUS CONTENT

NOTES

There are leaders around. The best way to identify leaders (or potential leaders) is to get in and serve with people and you will see potential.

Leadership development is all about being present and inviting to come along the journey with you.

It is important to create space where it is safe for people to have a go, and not get it right. Create a fail-safe zone.

Pathways, internships, pipelines etc can be helpful but only when they include presence.

Mentoring is about the persons whole life. Coaching is focused on growing particular skills.

QUESTIONS FROM VIEWERS

When you talk leadership is it to be a leader of the church what other kind of leaders are you looking for?

I think when we talk about leadership in the UCA we probably mean more leadership in the structures of the Church, but there is a need to be equipping Christians through the church to be influencers and leaders of integrity and faith in the marketplace as well. - Tim

I think everyone has the potential to be a leader within their world. Someone who influences others. The tools we use as leaders can be used across all situations - in the family, in business etc as well as the church. - Karen

Are there some tips for when you are raising leaders from a group where the primary demographic is people older than you? Are there differences in how you do it compared to when they are younger than you?

I'm beginning to try to learn as much as I can about cultural intelligence because cultural intelligence doesn't just help you lead and collaborate with people of other cultures ethnically, but generationally as well. In my experience of pastoring a Church where 90% of the congregation were older than me the principles of raising leaders are much the same, but the biggest barriers I faced were a) would they genuinely let me invest into them because of our age and experience difference and b) the language differences between generations.

- Tim

I think there is a different way of speaking to those younger, compared to those older. Here are some tips:

1. Be respectful first and give opinions second.
2. Ask what they may need from you (not assuming they need anything)
3. Be open to them bringing years of 'best practice' and knowing more than you
4. Release them into positions with authority and not just responsibility.
5. Listen and learn (even if you lead them) as there is always another way of doing something.

- Karen

Are there any leadership traits that have gone by the wayside over time, that you think ought to be brought to the forefront again?

I actually think we do leadership better now than ever before. 20 years ago, the word leader was not used as extensively. Perhaps the idea of honouring those who lead you could be done a little better in the evangelical churches. We don't always do this well and treat leaders as the lowest rung in the church hierarchy - where a little honour and respect would make the role a whole lot more appealing!
- Karen

Can we trust young leaders to give it a go, and make mistakes - bearing in mind that 'the man who never made a mistake never made anything' (drummed into me as a student).

Of course we can. We find it very easy to forget that we were once young leaders who hadn't earned the trust and opportunities we were given and made some whopping big mistakes in the process. Trust is given, not earned.- Tim

Of course! Just be careful where you allow young leaders to 'have a go'. There are tasks that, if not done well, don't really matter and aren't really seen. They are the training ground. Don't set young leaders up for public humiliation by giving them high profile, hugely important tasks they mail fail at. Walk alongside them through these. Care for the person and his/her journey more than the taks being done. - Karen

Can you recommend the best leadership book you have read?

"The Emotionally Healthy Leader", Pete Scazzero
"Fierce Conversations", Susan Scott
"The Pastor", Eugene Peterson
"The Ruthless Elimination of Hurry", John Mark Comer
"Switch" and "The Power of Moments" by Chip and Dan Heath.
"Imagine it Forward" by Beth Comstock
"Thinking Fast and Slow" by Daniel Kahneman

DISCUSSION QUESTIONS FOR GROUPS

What have been the most helpful ways that other leaders have developed you?

How are we going at identifying emerging leaders around us?

Do we have a good mix between raising leaders through teaching and through presence/inviting alongside?

What does it look like for us to create a fail-safe environment?

How can we increase our culture in our teams and congregation to have raising leaders be a normal expectation of every team and leader, rather than sporadic or only engaged with by some?

Who am I sowing into, inviting alongside and investing into their leadership growth?

RESOURCES
A few resources were mentioned during the session. To find out more click the links.
Leading from our strengths
https://www.ministryinsights.com/product/leading-from-your-strengths-profile/
Arrow
https://clarety-arrow.s3.amazonaws.com/userimages/PDFs/Emerging%20Leaders%20Brochure%20Web.pdf
Myers Briggs
https://www.16personalities.com/free-personality-test