

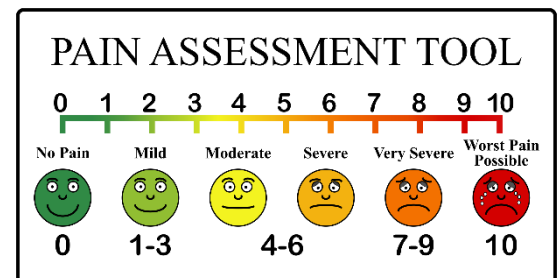
## Needs Assessment

- What are you currently doing in your ministry to develop leaders?
- Where does it hurt? What issues or challenges have you been experiencing with leadership?

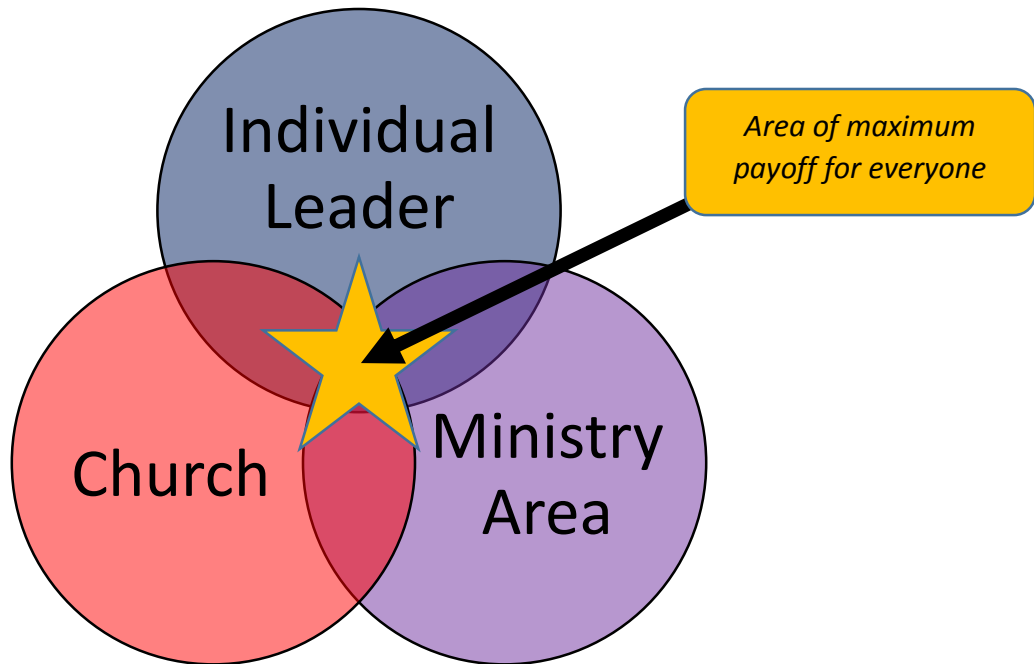


## Five Common Approaches

1. \_\_\_\_\_ – when an organization seems to do leadership development haphazardly and chooses topics or competencies based on what is “hot” at the moment, what is available, or within the budget.
2. **Pain** – leadership development is done more to “put out fires” or to address performance issues.
3. \_\_\_\_\_ – the “we know best” approach. The senior leaders pick the competencies and focus all of their leadership development on improving those competencies in their leaders.
4. **Individual** – what do you want approach. All leadership development is catered to the specific needs and desires of each individual leader.
5. **Strengths** – based on the work of the Gallup organization. Leadership development is focused on where each leader is already strong.



## Culture of Leadership Development



### Best Practices:

- No more “one-and-done” – change the paradigm to a continuous process that has no end. (like discipleship)
- Create on ramps for leaders to enter the process. What should all your leaders do first?
- Identify the “mandatory” topics/competencies all leaders need to learn. What are the 3-5 areas you feel are mission critical for all leaders in your ministry?
- Design and create curriculum for the leadership development courses based on the previous two areas.
- Recruit a leader to captain your leadership development process.
- Provide access to a Christian Leadership Coach to help your leaders apply what they are learning and to encourage their continued growth.
- Books – leadership retreats – guest speakers – leadership conferences – annual leadership events – Gallup StrengthsFinder, DiSC, Myers-Briggs, etc.

## LEADERSHIP COMPETENCIES

Leadership competencies are skills and behaviors which contribute to the success of both the individual and the organization. There are almost as many possible competencies as there are definitions of leadership. Here are a few key competencies as an example:

- Coaching
- Developing others
- Work standards
- Facilitating change
- Leading through vision & values
- Decision making
- Follow-up
- Risk taking
- Building partnerships
- Building strategic relationships
- Managing conflict
- Time management
- Performance management
- Strategic planning
- Perseverance
- Catalytic capacity
- Communication
- Aligning performance for success
- Building trust
- Inspiring others
- Valuing diversity
- Delegating responsibility
- Planning & organizing
- Building a successful team
- Leading productive meetings
- Gaining commitment
- Selecting talent
- Accountability
- Capacity to learn
- Emotional intelligence
- Cultural proficiency
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## Resources

Leadership on the Line: Staying Alive Through the Dangers of Leading by Ronald A. Heifetz

Good to Great & Good to Great and the Social Sectors by Jim Collins

Ultimately Responsible: When You're in Charge of Igniting a Ministry by Sue Nilson Kibbey

Developing the Leader Within You by John Maxwell

Next Generation Leader: 5 Essentials for those who will shape the future by Andy Stanley

Great Leaders Grow: Becoming a Leader for Life by Ken Blanchard and Mark Miller

Failing Forward: Turning Mistakes into Stepping Stones for Success by John Maxwell

The Advantage: Why Organizational Health Trumps Everything Else in Business by Patrick Lencioni

