

CULTIVATE LEADERS

TECH MODULE #4

We believe that leaders should identify and reproduce themselves to advance the work of the church. To do so we must become good at being a servant leader and coaching others to do the same.

COMPETENCY: Put into practice development conversations I've had with my Coach, to make our environments better.

ASSIGNMENTS

Assignment 1: Read John 13:13-17 and answer the questions below.

Assignment 2: Read Lolly Daskal How to Grow as a Leader Blog and discuss with trainer.

Assignment 3: Read Lifelinks International Blog and discuss with trainer.

ASSIGNMENT 1

John 13:13-17

You call me 'Teacher' and 'Lord,' and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. I have set you an example that you should do as I have done for you. Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them.

QUESTIONS

1. What does this verse teach you about being a leader?
2. Who is someone in your life that has displayed this kind of servant leadership?
3. Who is someone in your life that you can show this kind of leadership too?
4. This week serve someone, come back and talk about how that went.

ASSIGNMENT 2

Lolly Daskal How to Grow as a Leader Blog

Growth in leadership is mandatory, not optional. If we fail to grow it's not a matter of just staying where we are—we become stagnant and fall further and further behind.

Growing as a leader requires that we give up the things that are familiar to us, that we take new steps and do things in new ways. Those actions are what change is made of. The reward lies not in what we get from growth, but in what we become because of our growth.

Here are some daily habits you can take to grow as a leader:

Develop a repertoire of skills. To be the best leader you are capable of being, you need to constantly be mastering new competencies, instead of relying on the skills you already have under your belt. Growing leaders are constantly updating and expanding their skills and knowledge.

Learn through your experiences. The more you experience, the more you know. That means that even the most difficult challenges present an opportunity to engage in that experience, learn the lessons it holds, and apply your new knowledge to whatever comes next.

Challenge your comfort zone. It's tempting to lull yourself into always doing the same things in the same ways with the same people at the same time with the same results. But there's no room in that picture for stretching yourself to become better. Get comfortable being uncomfortable, because that's how you grow.

Focus on the future by being present today. When you're stuck in the past it can be hard to get unstuck, but when you're focused on the present you know that everything you do today will affect the future. Growing leaders know that the present is the foundation for the future.

Set the bar high. Most people wonder, "How can I get there faster, quicker, and in a shorter time?" But leaders who are serious about growth are always raising the bar for themselves, not just for others. They keep the bar high and do everything they can to consistently reach it.

Look within. When you first start in a position of leadership, you're more concerned with your external qualities, but as you grow in leadership you rediscover that leading is an internal quality. To lead outwardly you first must learn to lead from within.

Keep asking questions. Growing leaders are always asking questions. Many people believe that leadership is about knowing all the answers, but that's simply wrong. True leadership is about being inquisitive. When you stop asking questions, you stop growing.

Leverage your weaknesses. It's easy to play from your strengths, but when you become better acquainted with your own weaknesses and learn to leverage them, you're positioning yourself to grow as a leader.

Embrace failure. All of us fall at some point; it's getting up again that counts. Being able to weather failure and recover is a sign of growth—and the source of some of the most important lessons you'll ever learn.

Work with a coach. The best way to grow as a leader is to have an external support. A coach can help you to become a better version of yourself by guiding you through important decisions, keeping you grounded in difficult times, and helping you understand your purpose and goals. Most importantly, they can help you learn faster from your successes and failures.

Lead from within: Growth is the great separator between those who succeed and those who don't.

QUESTIONS

1. Which one of those leadership principals come naturally to you? Give an example?
2. Which one of those leadership principals do you struggle with? Give an example?
3. How do you think growing in leadership will help the overall Worship culture?
4. What is the biggest learning you got from this blog? Explain?

Assignment #3

Read Lifelinks International Blog

Identifying the potential in people and telling them what you see (ICNU) is a great start for cultivating leaders. Often people don't recognize the leadership possibilities within themselves.

Here are three simple practices to help you be intentional with your ICNU conversations:

NOTICE – be very attentive to what's already happening in your midst, and take note of it. One of the ways I do this is what I've heard as "walk around leadership." Basically, you are trying to make notice of people while they are serving on a Sunday, small group or at an event. This is your chance to be an intense observer of people and their actions, their language, their serving. What qualities are you looking for in a leader? It's easy to notice what needs to be improved, which is necessary, but especially take note of what is going well among those you are leading. Here in the USA, we use this phrase, "Skin in the game," which speaks to a personal investment and commitment. Be aware and increase your attentiveness to seeing those who, not only currently, have "skin in the game" but also those who have the raw materials of leadership, just waiting to be grown. When you increase your attentiveness, and take note of what you are seeing, you're building the content for your ICNU conversations.

SPEAK IT OUT – As you practice walk around leadership, catch people doing things right and let them know. Celebrate an action, and attitude, a job well done, a healthy conversation, faithfulness. Celebrate every win you see! When something was improved, speak about it with gratitude. Call it out, when someone goes beyond the normal expectation. Honor them in front of other people. Gratitude and thankfulness, even for seemingly small things go a long way in helping leaders grow into their full potential. The power in the ICNU tool is not just noticing, but actually communicating what you noticed. Express it verbally, face to face, either privately or with others present and watch the Holy Spirit anoint the words of blessing.

PLANT SEEDS – Our privilege as leaders at any level is to speak life and encouragement, to plant seeds into those we are raising up. As you take note of the things you see naturally doing, also prayerfully take note of the potential you see in each leader for the future. Ask God for insight, for seeds of encouragement that you can plant through ICNU conversations.

In 2 Timothy 2:1-2, Paul challenges Timothy saying, "You then, my son, be strong in the grace that is in Christ Jesus. And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others."

QUESTIONS

1. Did someone have an ICNU conversation with you?
2. Is it easier for you to evaluate people or encourage people?
3. Who is someone you can have an ICNU conversation with this week? Talk about it at the next meeting with your trainer.