

Leadership Tips

on Leadership Training & Delivery Systems

A publication of
Leadership Development and Church Ministries
Open Bible Churches
Compiled by Dr. Paul Leavenworth

FALL - WINTER 2008

LEADERSHIP QUOTES & DEFINITIONS

Business/Management

*“A leader is a person with certain **qualities** of personality and character, which are appropriate to the general **situation** and supported by a degree of relevant technical knowledge and experience, who is able to provide the necessary **functions** to guide a group towards the further realization of its purpose, while maintaining and building its unity as a team; doing all this in the right ratio or proportion with the contributions of other members of the team.”*

John Adair, *Action-Centred Leadership*
(London: McGraw-Hill, 1973), 15.

“Leadership over human beings is exercised when persons with certain motives and purposes mobilize, in competition or conflict with others, institutional, political, psychological, and other resources so as to arouse, engage, and satisfy the motives of followers.”

James MacGregor Burns, *Leadership*
(New York: Harper & Row, 1978), 17.

“Leadership is the process of persuasion or example by which an individual (or leadership team) induces a group to pursue objectives held by a leader or shared by a leader and his or her followers.”

John W. Gardner, *On Leadership*
(New York: The Free Press, 1990), 1.

“The great leader is seen as servant first, and that simple fact is the key to his greatness.”

Robert K. Greenleaf, *Servant Leadership*
(New York: Paulist, 1977), 7.

*“Leadership is critically concerned with establishing and coordinating the relationship between four things: the **who**, the **what**, the **how**, and the **why**:*

- *Who are you?—An identity.*
- *What does the organization want to achieve?—A strategic vision.*
- *How will they achieve this?—Organizational tactics.*
- *Why should followers want to embody the identity, pursue the strategic vision and adopt the organizational tactics?—Persuasive communication.”*

Keith Grint, *The Arts of Leadership*
(Oxford: Oxford University Press, 2000), 27.

“Leadership is a process that helps direct and mobilize people and/or their ideas. Leadership within a complex organization achieves this function through three subprocesses: establishing direction, aligning people, motivating and inspiring.”

John P. Kotter, *A Force for Change*
(New York: Free Press, 1990), 5.

“What enabled leaders to get extraordinary things done. They:

1. *Challenged the process*
2. *Inspired a shared vision*
3. *Enabled others to act*
4. *Modeled the way*
5. *Encouraged the heart”*

James M. Kouzes and Barry Z. Posner, *The Leadership Challenge*
(San Francisco: Jossey-Bass, 1987), 8.

“We are coming to believe that leaders are those people who ‘walk ahead,’ people who are genuinely committed to deep change in themselves and in their organizations. They lead through developing new skills, capabilities, and understandings. And they come from many places within the organization.”

Peter Senge, quoted in Frances Hesselbein, Marshall Goldsmith,
and Richard Beckhard, eds., *The Leader of the Future*
(San Francisco: Jossey-Bass, 1996), 45.

“Leadership is a relationship—a relationship in which one person seeks to influence the thoughts, behaviours, beliefs or values of another person.”

Walter C. Wright Jr., *Relational Leadership*
(Carlisle, UK: Paternoster, 2000), 2.

Ministry

“Leadership involves a person, group, or organization who shows the way in an area of life—whether in the short or the long term—and in doing so both influences and empowers enough people to bring about change in that area. From a Christian point of view it is only when the direction and the method are in-line with God’s purposes, character, and ways of operating that godly leadership takes place.”

Robert Banks and Bernice M. Ledbetter, *Reviewing Leadership*
(Grand Rapids: Baker, 2004), 16-17.

“A Christian leader is someone who is called by God to lead and possess virtuous character and effectively motivates, mobilizes resources and directs people toward the fulfillment of a jointly embraced vision from God.”

George Barna, *The Second Coming of the Church*
(Nashville: Word, 1998), 107.

“Leadership is

- knowing what to do next*
- knowing why that’s important, and*
- knowing how to bring appropriate resources to bear on the need at hand.”*

Bobb Biehl, *Increasing Your Leadership Confidence*
(Sisters, OR: Questar, 1989), 13.

“Spiritual leadership is moving people on to God’s agenda.”

Henry Blackaby and Richard Blackaby, *Spiritual Leadership*
(Nashville: Broadman & Holman, 2001), 20.

“Leadership is a dynamic process in which a man or woman with God-given capacity influences a specific group of God’s people toward His purposes for that group.”

J. Robert Clinton, *The Making of a Leader*
(Colorado: NavPress, 1988), 14.

“Leadership is influence.”

John C. Maxwell, *Developing the Leader within You*
(Nashville: Thomas Nelson, 1993), 1.

“Leadership is influence, the ability of one person to influence others.”

J. Oswald Sanders, *Spiritual Leadership* (1967; repr. Chicago: Moody, 1994), 31.

“Leadership in action is ‘perceiving and articulating the vision of the kingdom of God and effectively defining and communicating its incarnation, following Christ’s example of service.’”

Benjamin Williams and Michael McKibben, *Oriented Leadership: Why All Christians Need It* (Wayne, NJ: Orthodox Christian Publications Center, 1994), 22-23

Introduction to Leadership Development “Delivery Systems”

LEADERSHIP DEVELOPMENT TRAINING CONTINUUM

Assumptions

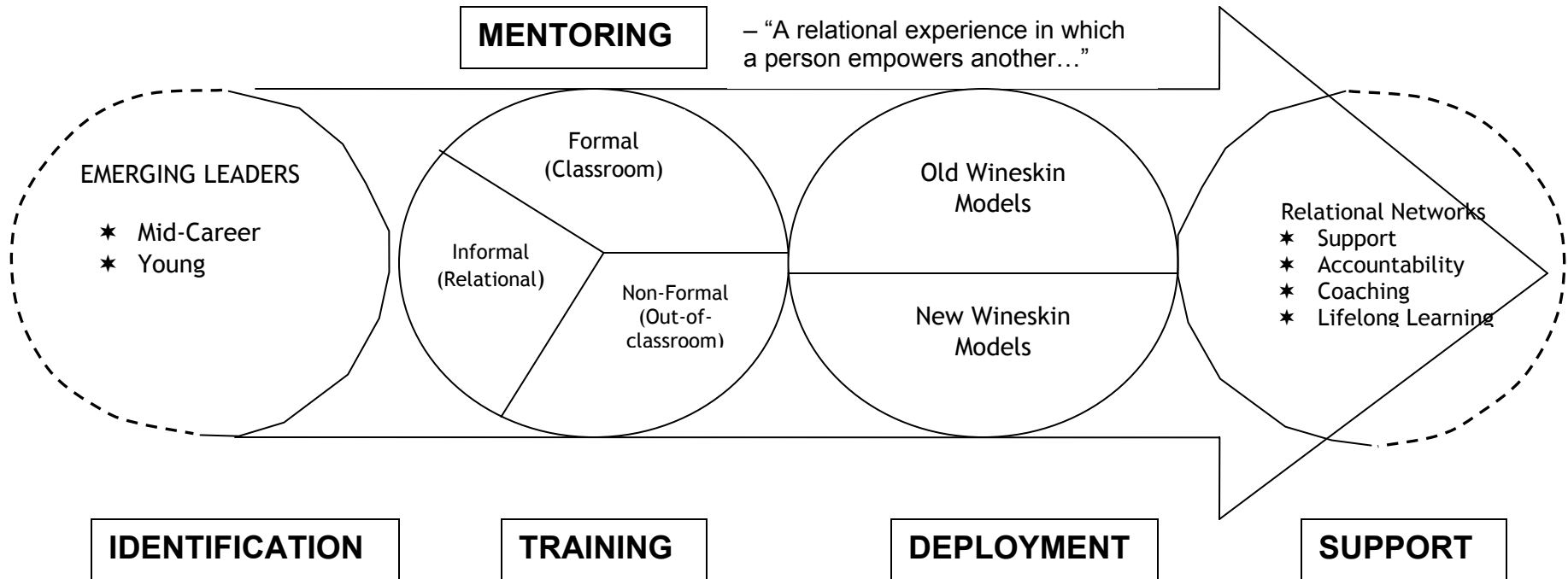
1. Healthy, growing local churches are a primary base for evangelism, discipleship, and leadership development
2. Leaders emerge out of discipleship pools
3. Home-grown leaders tend to know the cultural and spiritual DNA of a specific church organization
4. Home-grown leaders ought to be trained up to fill needed positions in existing churches, church plants, and missions
5. Leadership training should involve spiritual, ministry, and strategic formation
6. Leadership training should involve information, application, and dynamic reflection (transformational learning)
7. Leadership training should involve relational (mentoring) and practical (practicum) components
8. Training models should be indigenous and have grass roots support
9. Multiple models are needed to meet the diverse needs of emerging leaders
10. Intentional sponsoring and coaching of younger emerging leaders is necessary for establishing a leadership pool for the future and expansion

Mentoring – “The Jesus Model of Leadership Development”

- Jesus declared “repent, for the kingdom... is near” (Matthew 4)
- Jesus demonstrated the “kingdom” through teaching, preaching, and healing (Matthew 4)
- Jesus called disciples to be “with” him (Matthew 4)
- Jesus taught them about true “kingdom” discipleship (Matthew 5-7)
- Jesus demonstrated “kingdom” ministry to the multitudes and individuals (Matthew 8-9)
- Jesus involved them in “kingdom” ministry by sending them out 2-by-2 (Matthew 10)
- Jesus debriefed them about their ministry experiences (Luke 10)
- Jesus involves them with him in “kingdom” ministry (Matthew 11-25)
- Jesus prepares them for his transition and their continuation of “kingdom” ministry (John 11-17)
- Jesus commissions them to preach and make disciples in all nations (Matthew 28, Mark 16, Luke 24, John 20)
- Jesus empowers them for “kingdom” ministry in Jerusalem, Judea and Samaria, and the ends of the earth (Acts 1)
- Jesus intercedes for them (Romans 8)

LEADERSHIP DEVELOPMENT TRAINING CONTINUUM

“And the things you have heard me say... entrust these things to reliable men who will also be qualified to teach others.” II Timothy 2:2



“All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them...and teaching them everything I have commanded you.”

Matthew 28:18-20

LEADERSHIP DEVELOPMENT DELIVERY SYSTEMS

Definition

A delivery system provides a developmental environment for the

- **Selection,**
- **Training,**
- **Deployment, and**
- **Support**

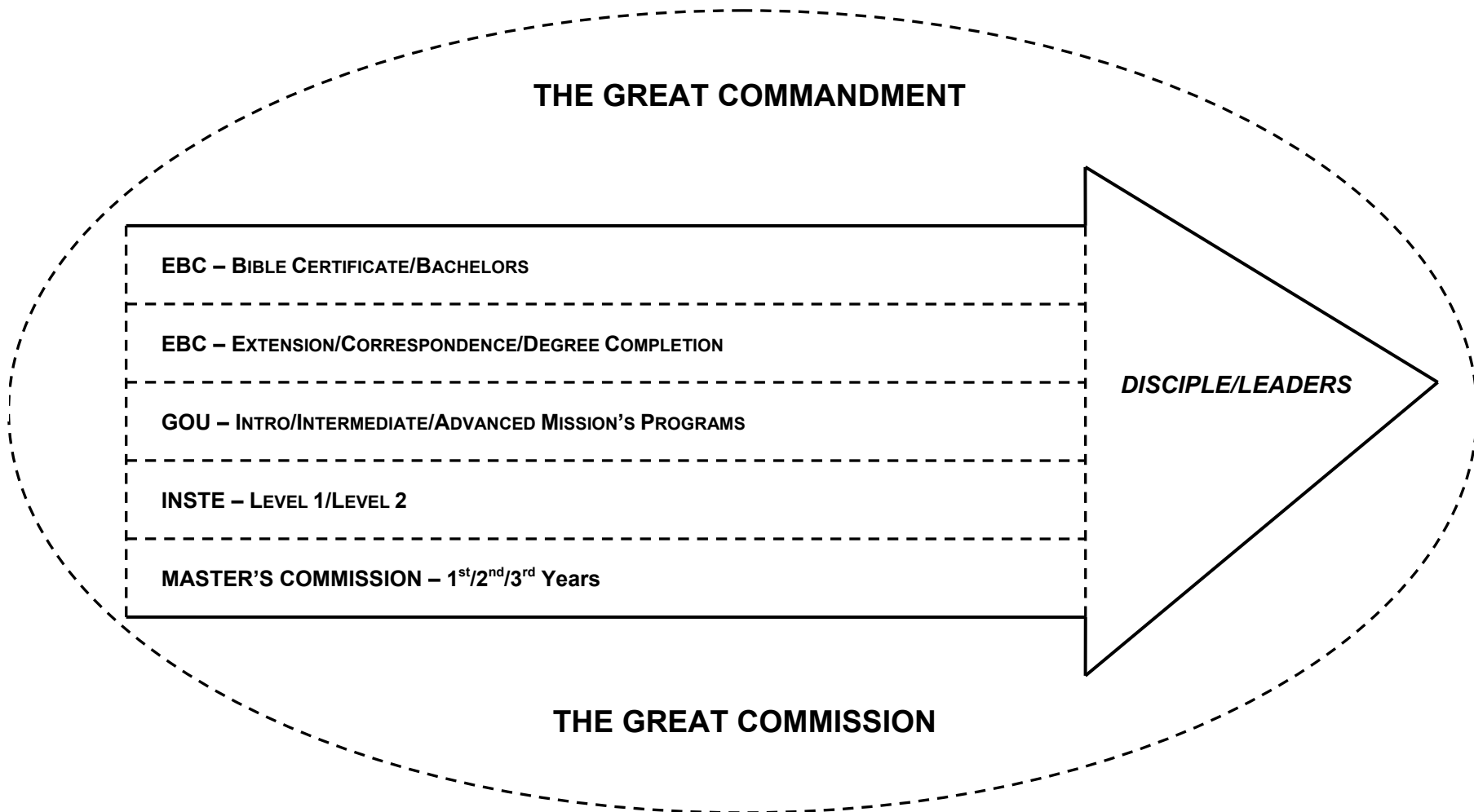
of leaders for the church and the harvest

Assumptions

- There is a great need for harvest leaders
- Harvest leaders emerge out of discipleship pools
- There is a need for multiple training models
- There is a need to identify “Resource Churches” for training and church planting
 - ◆ Healthy churches have in their spiritual DNA the capacity to reproduce in kind
- There is a need for a cooperative regional and national strategy for leadership development
 - ◆ This strategy needs to allow for regional coordination within the context of a national strategy that allows for regional control and national support
- There is a need for a targeted church planting strategy in each Region for the re-evangelization of America and the evangelism of the nations
 - ◆ Successful church planting is one of the most effective ways of evangelism, discipleship, and equipping/releasing of people for the harvest

OPEN BIBLE CHURCHES – LEADERSHIP DEVELOPMENT DELIVERY SYSTEMS

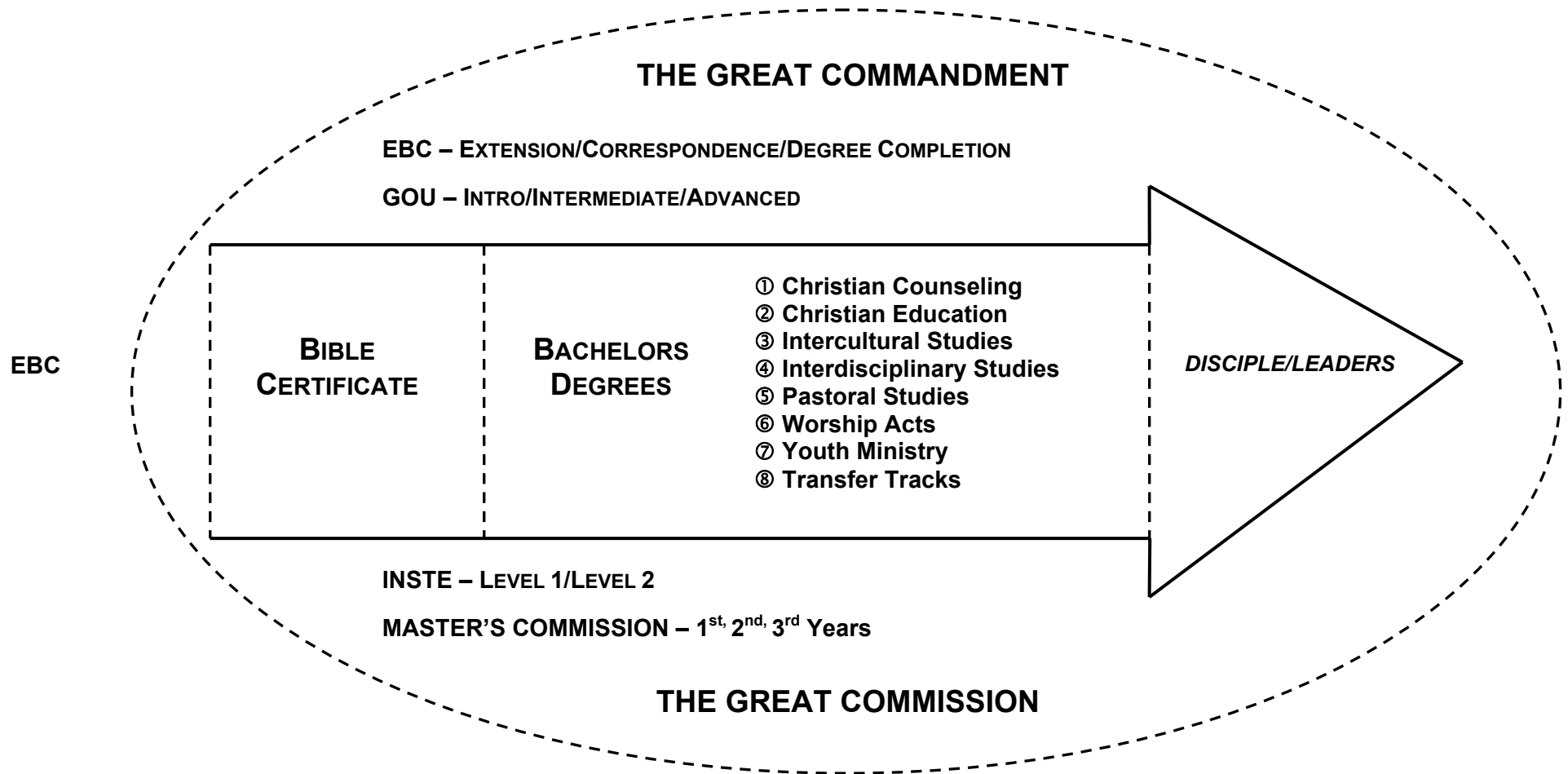
“Identification, training, deployment, and support...”



“of emerging leaders for the church and harvest.”

OPEN BIBLE CHURCHES – LEADERSHIP DEVELOPMENT DELIVERY SYSTEM – EBC

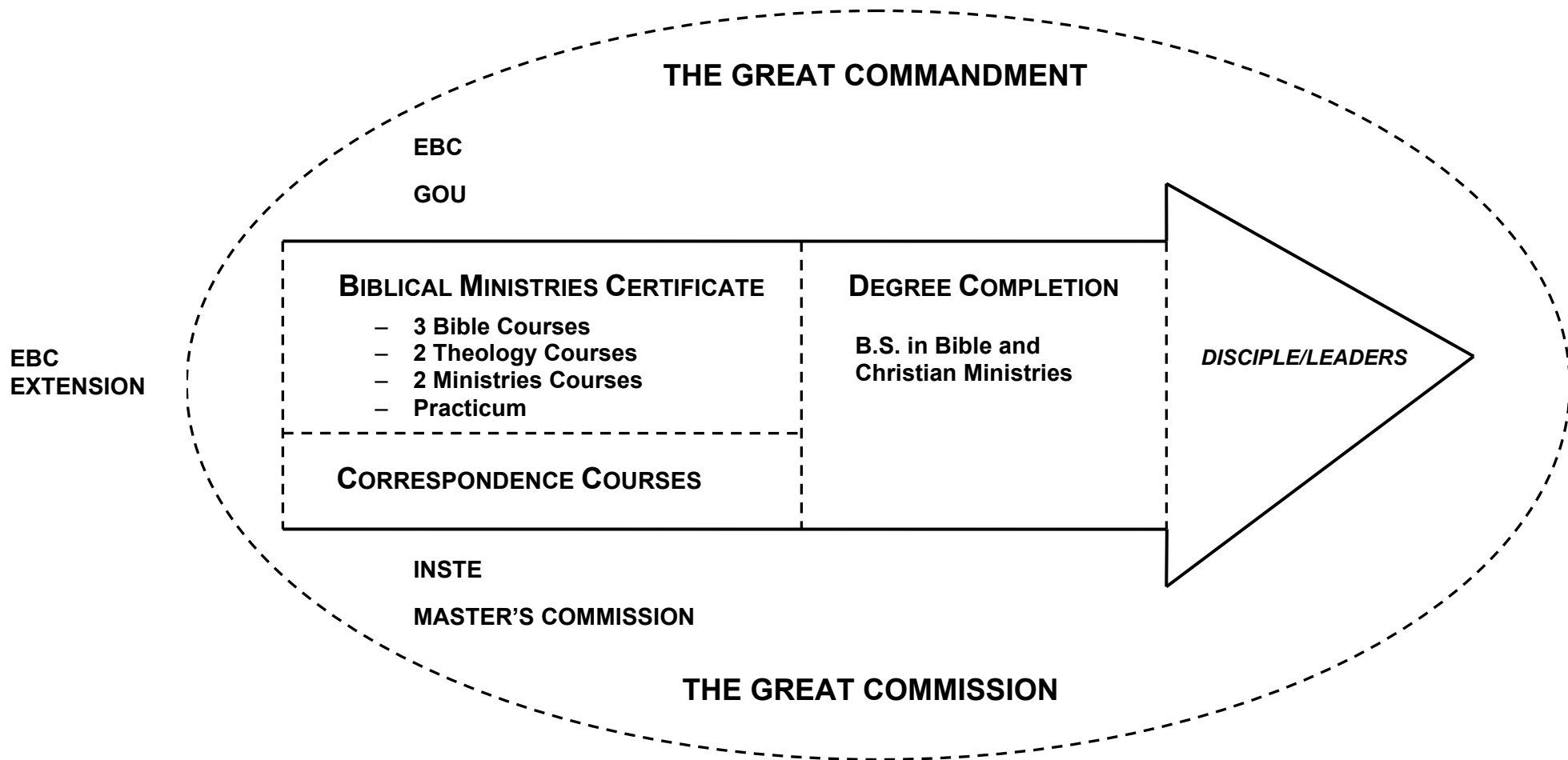
“Identification, training, deployment, and support...”



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OPEN BIBLE CHURCHES – LEADERSHIP DEVELOPMENT DELIVERY SYSTEM – EBC EXTENSION

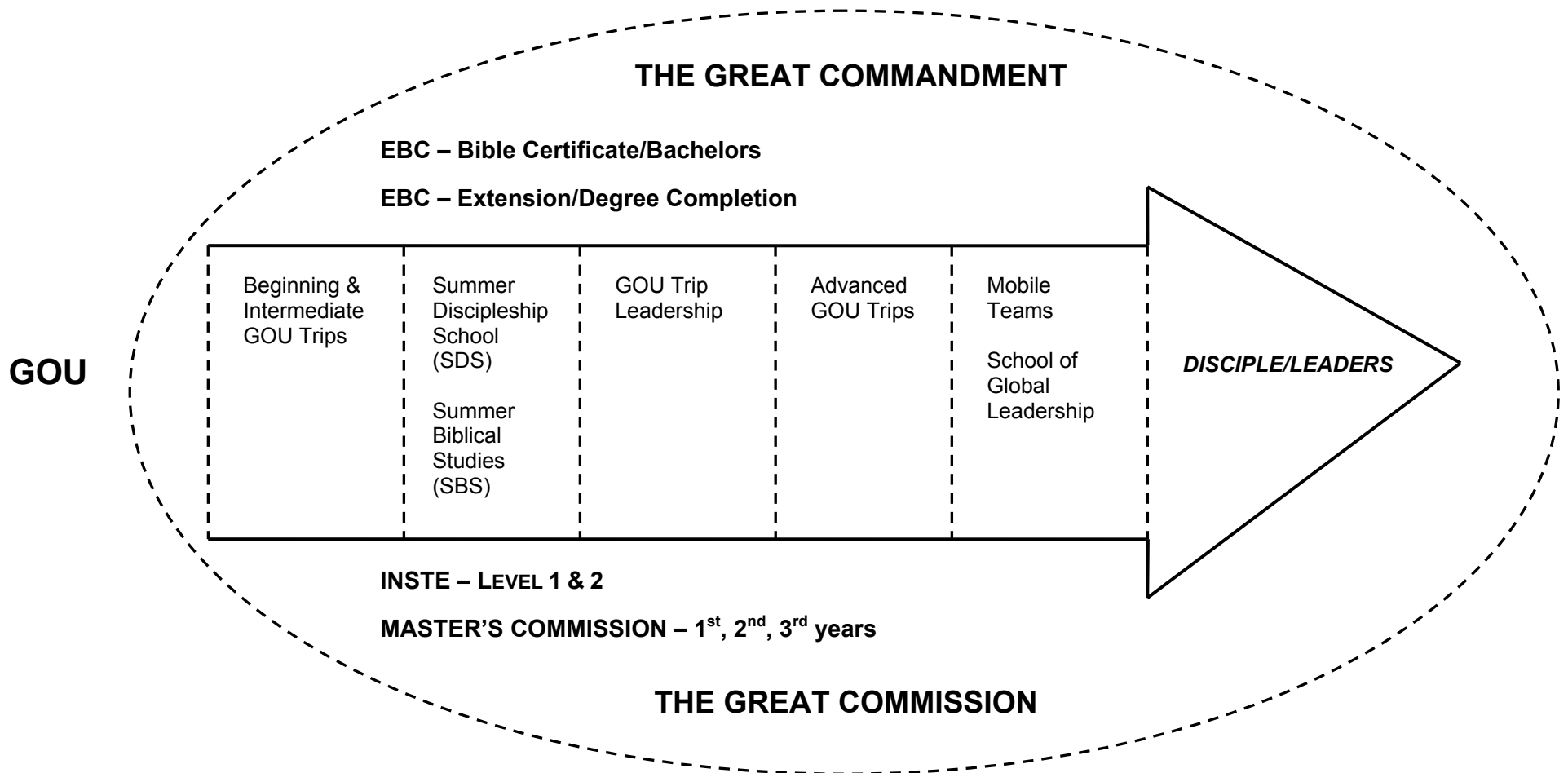
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OPEN BIBLE CHURCHES – LEADERSHIP DEVELOPMENT DELIVERY SYSTEM – GOU

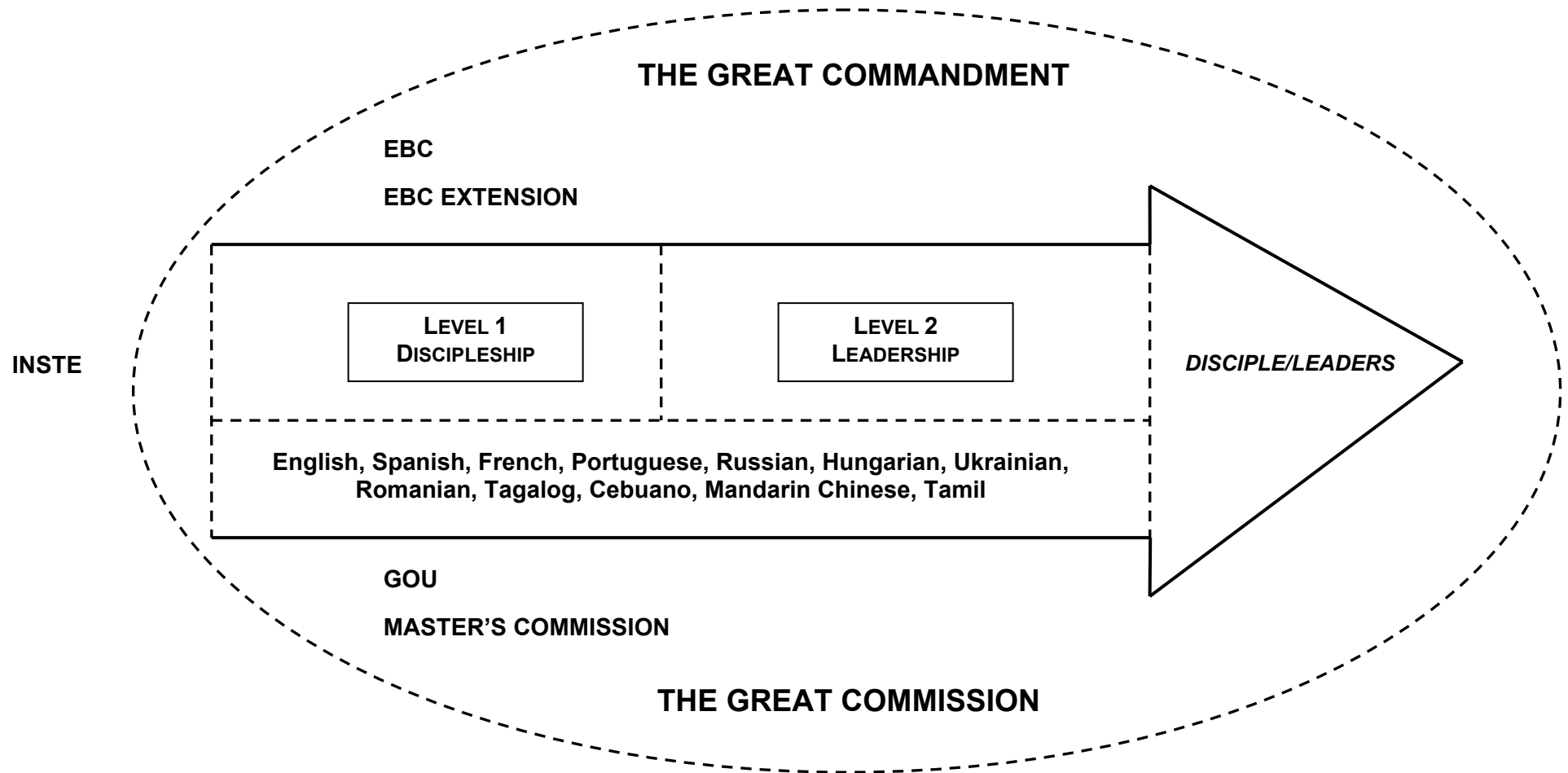
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OPEN BIBLE CHURCHES – LEADERSHIP DEVELOPMENT DELIVERY SYSTEM – INSTE

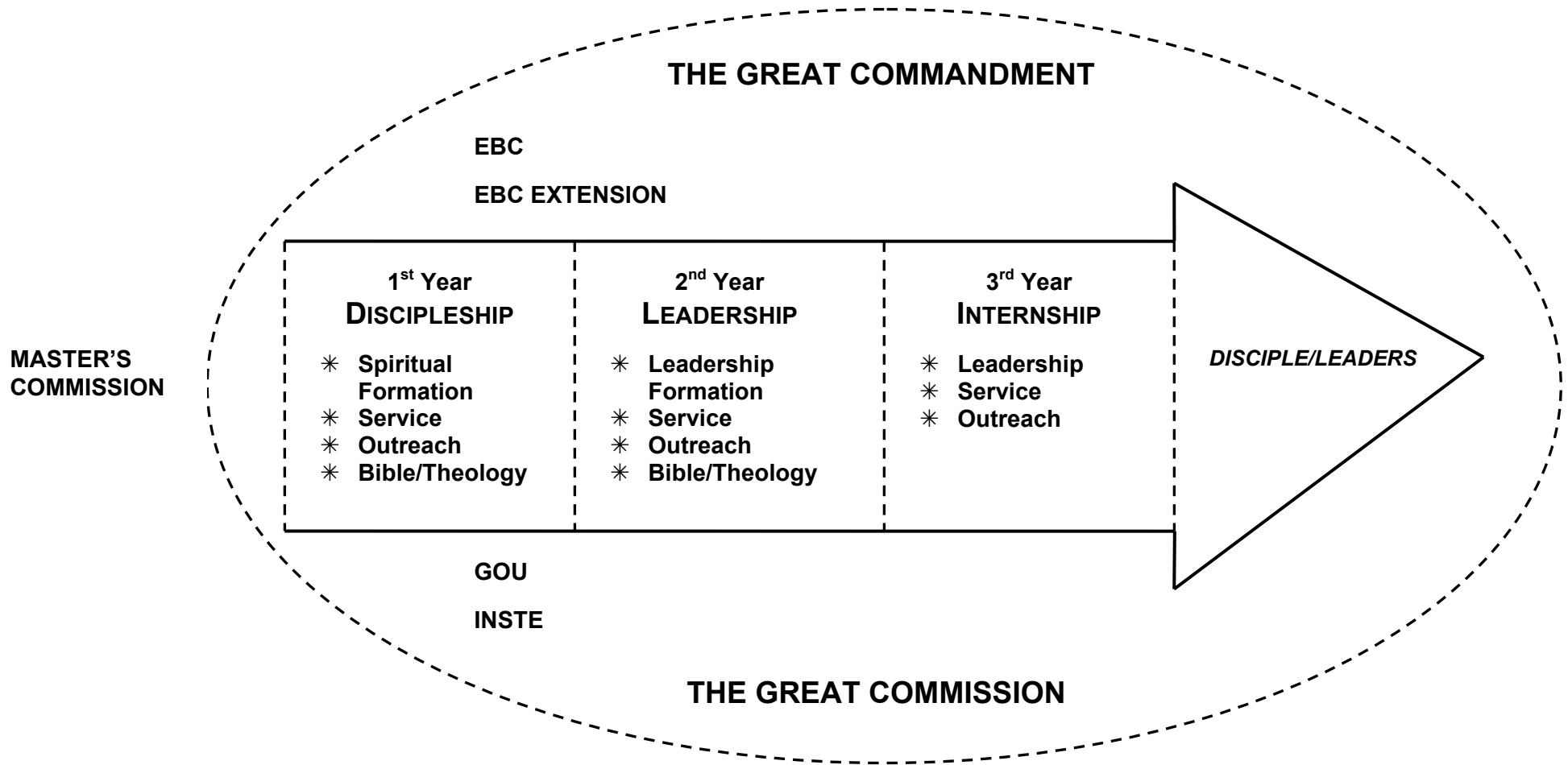
“Identification, training, deployment, and support...”



“of emerging leaders for the church and harvest.”

OPEN BIBLE CHURCHES – LEADERSHIP DEVELOPMENT DELIVERY SYSTEM – MASTER’S COMMISSION

“Identification, training, deployment, and support...”



“of emerging leaders for the church and harvest.”

LEADERSHIP DELIVERY SYSTEMS RESOURCES

Books

10 “good ones” – worth reading

1. Barna, George (editor). *Leaders on Leadership*. Regal Books, 1997.
2. Blackaby, Henry and Richard. *Spiritual Leadership*. Broadman and Holman Publishers, 2001.
3. Clinton, J. Robert. *The Making of a Leader*. NavPress, 1988.
4. Clinton, Richard and Paul Leavenworth. *Starting Well*. Barnabas Publishers, 1994.
5. Finzel, Hans. *The Top Ten Mistakes Leaders Make*. Victor Books, 1994.
6. Forman, Rowland, et. al. *The Leadership Batton*. Zondervan, 2004.
7. Gibbs, Eddie. *LeadershipNext*. InterVarsity Press, 2005.
8. Hybels, Bill. *Courageous Leadership*. Zondervan, 2002.
9. Malphurs, Aubrey. *Building Leaders*. Baker Books, 2004.
10. Maxwell, John. *Developing the Leaders Around You*. Nelson Publishers, 1995.

Web Sites

4 “amazing” links that can help you track down everything about “leadership”

1. www.christianleadershipalliance.com
2. www.coachnet.org
3. www.injoy.com
4. www.leeuniversity.edu (under “Quick Links” – click Library)

Contacts

Several “wonderful” Open Bible folks you will want to know

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