

Leadership Development - Part 3

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Introduction:

- A. Leadership has much to do with mentoring.
 - 1. We all need leadership all our lives.
 - 2. Leaders need quality relationships all their lives.
- B. We need to decide what we want to get from mentoring relationships.
 - 1. Pursuing Christ together demands expectations.
 - 2. Decide what you want to accomplish before entering into a mentoring relationship.
 - 3. Then be honest.
- C. Observations,
 - 1. Agree about leadership styles.
 - a. The sister of my son's wife has moved into our home for one year.
 - b. We discussed limits and rules.
 - c. She has her own car.
 - d. It took us a while to finally agree on how she is going to grow in her relationship with Christ.
 - e. Her priorities needed reordering.
 - 2. Moving forward in life depends on creating quality relationships.
 - 3. Leading with a development perspective is imperative.
 - a. Feedback is necessary.
 - b. Regular meetings are necessary.
 - c. Ask what is going well and what is not going well.
 - d. Little things we can do to help people move forward are necessary.
 - 4. The older we get the looser we tend to be.

- a. This is not good.
- b. We need mentoring relationships to help us stay alert.

I) Turn to your assessment tool and fill out the four questions in all frankness.

A. This tool is rather simple; there are more complex tools but this will work for our purposes.

1. In answering the questions ask, "If everything were equal where would I put myself in this category?"

- a. Let's develop ourselves.
- b. Dysfunctionality complicates relationships.

- 1. Some people need you to tell them what to do.
- 2. In helping their kids to pray for example, you might need to tell them to ask their kids to pray.
- 3. Next, you might need to tell them to pray with their kids.
- 4. Finally, you might need to ask them what they learned from this experience.

2. These questions will help you decide where you see your preferred leadership style.

3. We can lead groups as well as individuals.

4. There may be a danger in the Navigators because people may need direction and may not be getting it.

5. (The speaker takes more questions that are difficult to hear clearly.)

B. I need to close this discussion.

1. Our next meeting will be a lecture.

2. Our last hour will be for sharing.

3. Think about these questions;

- a. What is God saying to me?
- b. Is there an idea I can use from this session?

C. Three guidelines on leadership.

1. Lead developmentally.

- a. What impact will this have on people?
- b. How can I measure it?
- 2. Lead to accomplish three major functions.
 - a. Consideration functions.
 - 1. These relate to relationship behavior.
 - 2. Affirmation, etc.
 - b. Structure functions.
 - 1. Relates to tasks.
 - 2. How do we get things done?
 - c. Inspirational functions.
 - 1. Help people believe God will work in their lives.
 - 2. Leave them with a greater sense of God's care for them.
- 3. Recognize your strengths and weaknesses in regard to leadership.
 - a. If you are a high D type person you'll have trouble with non directional people.
 - b. Allow other people to pick up on your weaknesses.

D. Scripture helps us to see things differently.

- 1. Barnabas was a relational leader.
 - a. He was empathetic.
 - b. He was an encourager when he brought Paul into the group. (Acts 9)
 - c. He needed Paul to be confrontational. (Acts 11:24-25)
 - d. He ministered to Mark when he left the team at Cyprus.
- 2. Paul was a dominant leader with various styles.
 - a. Apostolic style.
 - b. Confrontational style.
 - c. Father initiator style.

- d. Obligation/persuasion style.
 - e. Father guardian style.
 - f. Maturity appeal nurturing style.
 - g. Nursing style.
 - h. Imitation modeling style.
 - i. Indirect conflict style.
3. I want to deal with obligation persuasion.
- a. An appeal to followers to follow some directive.
 - b. The follower has the right to now follow if they want.
 - c. It forces the follower to recognize their allegiance to the leader.
 - d. It implies the follower has an obligation to the leader.
 - e. It reflects the leader's expectation that the follower will follow.
 - f. In Philemon Paul has a request on behalf of Onesimus. (Philemon)
 1. Onesimus may have stolen from Philemon.
 2. Paul could order Philemon to take him back without punishment.
 3. Instead, he appeals to Philemon to be gracious.
 4. Paul asks that Philemon receive Onesimus as he would receive Paul himself.
 5. Paul does remind Philemon of his spiritual obligation to Paul.
 6. This appeal does have some element of manipulation but his motive is good.